

CASE NO. 18-14163

**UNITED STATES COURT OF APPEALS  
FOR THE ELEVENTH CIRCUIT**

ADVANCED MASONRY ASSOCIATES, LLC  
d/b/a Advanced Masonry Services

(Petitioner/Appellant)

vs.

NATIONAL LABOR RELATIONS BOARD

(Respondent/Appellee)

A Petition for Review of an Order of the National Labor Relations Board

N.L.R.B. Case No. 12-CA-221114

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**Tab No: 33**

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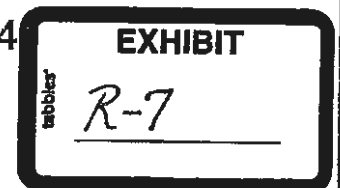


# **ADVANCED MASONRY SYSTEMS**

## **West Shore Yacht Club ACTIVITY HAZARD ANALYSIS AHA**

### **NEW EMPLOYEE ORIENTATION**

5403 Ashton Court • Sarasota, FL 34233  
PO Box 19799 \* Sarsota, FL 34276  
(941) 926-3155 • Fax: (941) 926-4804



# AMS Activity Hazard Analysis (AHA) NEW EMPLOYEE ORIENTATION



|   |   |                    |   |              |           |   |               |          |          |   |   |          |  |   |  |
|---|---|--------------------|---|--------------|-----------|---|---------------|----------|----------|---|---|----------|--|---|--|
| <b>Activity/Work Task:</b><br>MASONRY/CONCRETE<br>OPERATIONS  | <b>ALL ADVANCED HOLDINGS EMPLOYEES MUST TO SIGN THE BACK<br/> OF THE AHA AFTER THE TRAINING IS CONDUCTED.</b>   |                    |   |              |           |   |               |          |          |   |   |          |  |   |  |
| <b>Project Location:</b><br>WESTSHORE   | <b>Risk Assessment Code (RAC) Matrix</b>  |                    |   |              |           |   |               |          |          |   |   |          |  |   |  |
| <b>General Contractor:</b><br>WCI   | <b>Severity</b>   | <b>Probability</b> | <table border="1"> <tr> <td>CATASTROPHIC</td> <td>H</td> <td>M</td> <td>M</td> </tr> <tr> <td>CRITICAL</td> <td>H</td> <td>M</td> <td>M</td> </tr> <tr> <td>MODERATE</td> <td></td> <td>M</td> <td></td> </tr> </table> | CATASTROPHIC | H         | M | M             | CRITICAL | H        | M | M | MODERATE |  | M |  |
| CATASTROPHIC  | H   | M                  | M   |              |           |   |               |          |          |   |   |          |  |   |  |
| CRITICAL  | H   | M                  | M   |              |           |   |               |          |          |   |   |          |  |   |  |
| MODERATE  |   | M                  |   |              |           |   |               |          |          |   |   |          |  |   |  |
| <b>Prepared &amp; Reviewed by:</b><br>Aleksey Feliz<br>Fernando Ramirez<br>ADVANCED HOLDINGS<br>SAFETY DEPARTMENT | <b>“Probability” is the likelihood to cause an incident, near miss, or<br/> accident and identified as: Frequent, Likely, Occasional, Seldom<br/> or Unlikely.</b><br><b>“Severity” is the outcome/degree if an incident, near miss, or<br/> accident did occur and identified as: Catastrophic, Critical,<br/> Marginal, or Negligible</b><br><b>Step 2: Identify the RAC (Probability/Severity) as E, H, M, or L for<br/> each “Hazard” on AHA.</b> |                    |   |              |           |   |               |          |          |   |   |          |  |   |  |
| <b>NOTES:</b>   | <b>RAC Chart</b><br><table border="1"> <tr> <td>H</td> <td>High Risk</td> </tr> <tr> <td>M</td> <td>Moderate Risk</td> </tr> <tr> <td>L</td> <td>Low Risk</td> </tr> </table>   |                    |   | H            | High Risk | M | Moderate Risk | L        | Low Risk |   |   |          |  |   |  |
| H   | High Risk   |                    |   |              |           |   |               |          |          |   |   |          |  |   |  |
| M   | Moderate Risk   |                    |   |              |           |   |               |          |          |   |   |          |  |   |  |
| L   | Low Risk  |                    |   |              |           |   |               |          |          |   |   |          |  |   |  |

| Job Steps             | Hazards                   | Controls   | RAC |
|-----------------------|---------------------------|--|-----|
| Mobilization          | Worker Sobriety           | <ul style="list-style-type: none"> <li>AMS is a Florida Drug-Free Workplace</li> <li>Testing is done for new hires, random, with cause and Post Accident.</li> </ul>   | L   |
|                       | Injuries                  | <ul style="list-style-type: none"> <li>All injuries need to be reported to your immediate Supervisor the SAME DAY the injury takes place</li> </ul>  | L   |
|                       | Heat Stress               | <ul style="list-style-type: none"> <li>Heat Stress is a REAL Hazard during the summer months and employees need to be monitor hour by hour to ensure everyone is properly hydrated.</li> </ul> <p>To that end, employees are provided with the Following:</p> <ul style="list-style-type: none"> <li>Electrolytes</li> <li>Cooling Neck Towels</li> <li>Several Water Cooler Locations</li> <li>On Going Job Site Meeting Discussions about the symptoms of heat stress</li> <li>Tents with Fans for those who need to be taken off the sun to cool off</li> <li>Neck and Face Protection</li> </ul> | E   |
|                       | Hazard Communications SDS | <ul style="list-style-type: none"> <li>What is the SDS? <del>SDS</del> DISCUSS WHAT THE SDS IS AND WHY WE HAVE ONE.</li> <li>Copy given to General Contractor.</li> </ul>  | L   |
| Clothing Requirements | Inappropriate Clothing    | <ul style="list-style-type: none"> <li>Wear hard hats, shirts with sleeves, long pants and boots</li> </ul>  | M   |



| Personal Protective Equipment   | Injuries to head, feet, eyes, etc.  |   | M |
|---|---|---|---|
| Housekeeping/Daily Clean-up   | Stumbling and falling, trip hazards.  | <ul style="list-style-type: none"> <li>Wear protective headgear at all times. All employees will be required to use proper protection as necessary depending the task.</li> <li>Keep work area cleaned up daily. Dispose of materials in the designated area.</li> <li>Keep materials out of the walkways</li> </ul>  | L |
| Material Handling, Storage and Stocking/Deliver Equipment and Set up Job. | Injuries such as back strain due to improper lifting and minor lower back pain. | <ul style="list-style-type: none"> <li><b>DISCUSS PROPER LIFTING</b></li> <li>Save your back, lift with your legs whenever possible. Lift only within limits. If necessary, get help. Give a good working platform and instructions on how to lift.</li> </ul>  | L |
|   | Materials falling on foot. Personal injury due to falling materials.            | <ul style="list-style-type: none"> <li>All employees shall wear boots</li> </ul>  | H |
|   | Improper Stock of materials on the Scaffold                                     | <ul style="list-style-type: none"> <li>Check to make sure that no blocks or bricks are stacked more higher than the Toe Boards.</li> </ul>  | H |
|   | Unloading and setting up equipment  | <ul style="list-style-type: none"> <li>Check equipment to see if all safety devices are in working condition. If not RED TAG</li> </ul>   | H |
| Rebar Exposure  | Expose to Rebar   | <ul style="list-style-type: none"> <li>Rebar Caps will be used at all times. IF YOU SEE A REBAR WITH NO CAP, PUT ONE ON IT.</li> </ul>  | H |
| Forklift Operation  | Backing over or running into someone or something.                              | <ul style="list-style-type: none"> <li>Authorized Operators only allowed to operate forklift.</li> </ul>  | M |
|   | Loading and Unloading   | <ul style="list-style-type: none"> <li>The loading and unloading of materials <b>CANNOT</b> take place near <b>Walkways, High Traffic Areas and Canopies</b> with the purpose of protecting workers from falling objects.</li> </ul> <p>During Loading and Unloading operations, it is the Forklift Operators responsibility to ensure the load is properly secured and stable <b>BEFORE</b> raising or lowering the load. It is the operator's responsibility to ensure no one is under the load or near the load before moving forward with the load.</p> | M |

|                            |   |  |  |  |   |
|----------------------------|---|--|--|--|---|
|                            |   |  |  |  |   |
|                            | Respiratory   |  |  | <ul style="list-style-type: none"> <li>A dust mask must be used when performing tasks that generate a dust such as cutting.</li> </ul>   | M |
|                            | Danger to Other Worker  |  |  | <ul style="list-style-type: none"> <li>Point saws away from people. Saw blades can break and become projectiles; sawdust and sparks are harmful to personnel</li> </ul>  | M |
| Ladder Access              | Improper use of ladder  |  |  | <ul style="list-style-type: none"> <li>Use Ladders in Good Condition.</li> <li>Use ladders for all access above 6'</li> <li>Ladders must be secured, both top and bottom, to prevent being displaced.</li> <li>The side rails shall extend no less 36" above landing.</li> <li>Use 1'X4' ratio for vertical placement of ladder. Climb ladder using both hands. Tools and equipment will be pulled up with ropes or lifted by forklift.</li> <li>Stepladder must be used in the open position, no leaning against wall or column.</li> </ul> | M |
| Work at Elevated Platforms | Working at heights<br><br>ZERO TOLERANCE TO FALL<br>PROTECTION VIOLATIONS |  |  | <ul style="list-style-type: none"> <li>Do not work at elevations 6' or higher without fall protection.</li> <li>Guardrails and/or harnesses will be used during the work</li> </ul> <p>Fall hazard protection must be in place before working in 5K Anchors – Installation/process</p>   | H |
| Non-Stop Scaffold          | Injury due to falling and falling debris.                                 |  |  | <ul style="list-style-type: none"> <li>Competent Person onsite shall supervise the Erection and Dismantling of Scaffold following OSHA Guidelines.</li> </ul>  | H |

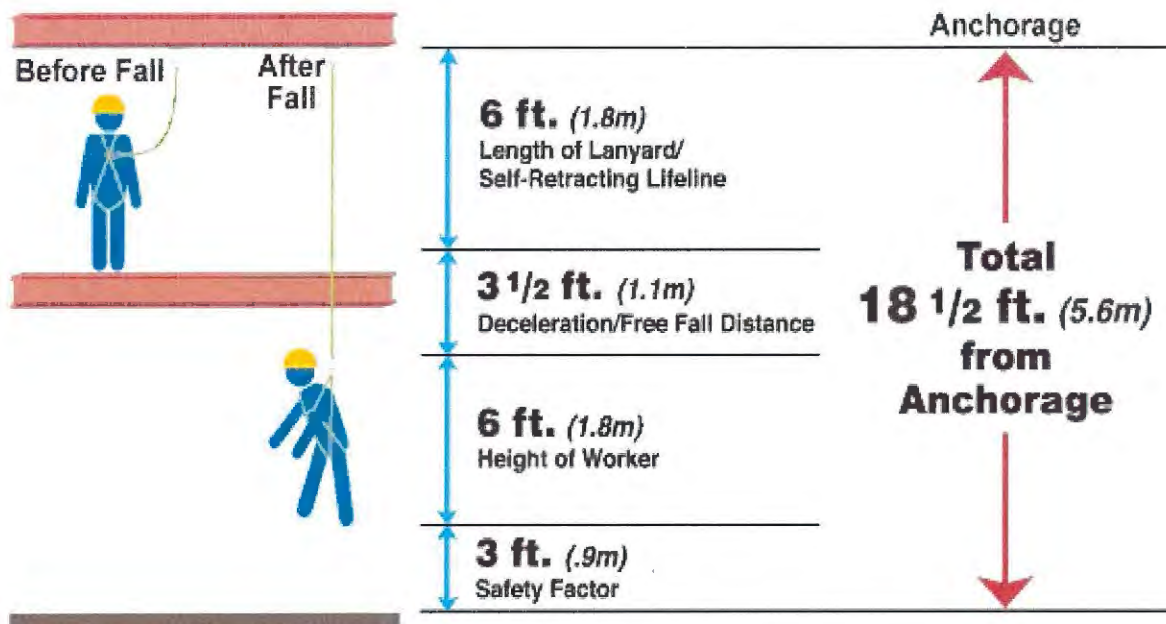
|                  |                     |  |   |
|------------------|---------------------|--|---|
|                  |                     | <ul style="list-style-type: none"> <li>Non-Stop Scaffold meets/exceeds applicable OSHA and ANSI standards and it is design for Masonry Construction. Non-Stop Scaffold must to be Inspected.</li> </ul>  |   |
|                  |                     | <ul style="list-style-type: none"> <li>Training on the correct procedures for the Non-Stop Scaffold erection is required for proper and safe operation.</li> </ul>   | M |
| Falling scaffold |                     | <ul style="list-style-type: none"> <li>Make sure that the scaffolding is not on a soft footing and is on a solid footing and is on the same level.</li> <li>Make sure there are proper bracings on both sides of the scaffold.</li> <li>Completely deck out the scaffolds with safe boarding materials that is sound and free from knots, splits and cracks.</li> <li>The scaffolding shall have safety rails when working six feet and higher from the floor.</li> <li>Safety rails shall have top rails, middle rails and toe boards.</li> <li>If there are no Safety Rails, Fall Protection PPE MUST be provided.</li> <li>A CAZ MUST be set up at the landing zone to avoid walking traffic under a load.</li> </ul> | M |
|                  | Base Plates Missing | <ul style="list-style-type: none"> <li>Base plates/ screw jacks will be used under all scaffold legs.</li> <li>Mud Slits are to be used when Non-Stop Scaffold will be erected on dirt.</li> </ul>   | M |

|   |  |  |  |  |   |
|---|--|--|--|--|---|
|   |  |  |  |  |   |
|   |  | Climbing of scaffold or incorrect access to scaffold/danger of falling.  |  | <ul style="list-style-type: none"> <li>Each employee is to be trained to correct accessibility of scaffold.</li> <li>The Non-Stop Scaffold Frames are to be used to access the scaffold.</li> </ul>  | M |
|   |  | Building of scaffold/danger of falling. Danger of scaffold falling or collapsing. Check scaffold for problems as correct overlap on plank. Cross braces are in all place, scaffold have not been hit by equipment. |  | <ul style="list-style-type: none"> <li>Non-Stop Scaffold is to be erected under the supervision of the Competent Person.</li> <li>If a problem is found, the scaffold must be RED TAGGED and must be corrected immediately.</li> <li>Planks must extend a min of 6" and no more than 12" inches past the supports.</li> <li>Planks shall be overlapped a min of 12"</li> </ul>   | M |
| Scaffold Erection, Dismantling, Operation | Falls, Falling objects.  |  |  | <ul style="list-style-type: none"> <li>Disallow anyone other than erection crew in the immediate area of erection.</li> <li>Non-Stop Scaffold shall be tied to the structure at 26-foot Vertical and 14-foot in horizontal increments.</li> <li>Land NO more than 4,000 pounds at a time. Non-Stop Scaffold Winches and Cable must be checked for proper operation daily.</li> </ul>   | H |
| Installation of Guardrails                | Fall Hazard at an elevation of 6' or more while installing Guardrails on the outside perimeter of the Building |  |  | <ul style="list-style-type: none"> <li>When possible, AMS Concrete Division, will use Scissor Lift's and/or Boom Lift's to reach the outside perimeter of the building while constructing the Guardrail System.</li> <li>Every employee using the Scissor Lift/Boom Lift will be equipped with a Harness and a Retractable Line and will be tied off to the appropriate anchor point in the equipment.</li> <li>In the event the use of Boom Lift's or Scissor Lift's is not practical or such use will create a bigger hazard, AMS</li> </ul> |   |

|   |  |   |   |  |
|---|--|---|---|--|
|   |  | will use a 30' Retractable Line with a 5000lbs Anchor Point as Fall Protection.   |   |  |
|   |  | <ul style="list-style-type: none"> <li>Stay away a min of 6' from any Leading Edge that is not protected with Guardrails.</li> </ul>  |   |  |
| Storage of Flammables                   | Danger of Fire or Explosion  | <ul style="list-style-type: none"> <li>Keep away from smoking, welding burning or other source of heat. Have fire extinguisher in area.</li> </ul>  | M |  |
| Saw cutting/mortar mixing/Block Cutting | Hand injury, eye injury, and dust.   | <ul style="list-style-type: none"> <li>Hand held powered saws require safety glasses and appropriate respiratory protection.</li> <li>When used indoors mechanical ventilation to be provided to dilute dust concentration.</li> </ul>  | M |  |
|   |  | <ul style="list-style-type: none"> <li>Mortar Mixing/Saw Cutting by designated personnel only.</li> <li>A Fire Extinguisher needs to be Highly Visible within 10 feet of the Mortar Mixing and the Saw Cutting operation.</li> </ul>  | L |  |
|   |  | <ul style="list-style-type: none"> <li>95N rated dust/mist mask to be worn by Mixer Operator at all times</li> </ul>  | L |  |
| Pumping Grout                           | Hand and eye injuries.   | <ul style="list-style-type: none"> <li>Safety glasses and face Shields are to be worn at all times.</li> <li>While pumping grout, pull all crimps out of the hose pipe to prevent pressure from building up and causing the possibility of the hose bursting and getting grout in your eyes.</li> </ul> | M |  |
|   | Serious injuries can occur during operation of this equipment if operated incorrectly. | <ul style="list-style-type: none"> <li>This work should be performed under the direction on experienced pump operator.</li> <li>Hood must remain closed when pump is in operation.</li> </ul>   | M |  |

| Floor Operating                         | Not Being Covered                      |   | H |
|---|--|---|---|
| Stripping Operation                     | Overhead Hazard                        | <ul style="list-style-type: none"> <li>Secure floor with proper cover or appropriate barricade in place</li> <li>"Danger Tape" placed along perimeter of drop zone.</li> <li>Only employees involved in stripping operations allowed in area. Material cleaned up after stripping. Nails removed, nailed down or bend.</li> </ul>   | M |
| Mortar and Grout Mixing                 | Alkali burns, debris in eyes           | Wash off mortar and cement within a reasonable time.  | L |
| Block and Brick Masonry                 | Falls, falling objects                 | <ul style="list-style-type: none"> <li>The mortar man is to wear safety glasses and Face Shields at all times</li> <li>Guardrails with toe-boards at working level;</li> <li>Barricade-off area equal to height of wall (block) on opposite side from scaffolding.</li> <li>Clear away spoil mortar and masonry from scaffold and area at base of scaffold, minimally at each end of shift.</li> <li>Protection of others (public, trade contractors) in concert with General Contractor.</li> <li>While cutting blocks the saw-man shall wear their safety glasses and Face Shield</li> <li>A dust mask shall be worn at all times while cutting blocks.</li> <li>Before starting to cut blocks you should check the blade for cracks to be sure it will not discentergrate while cutting.</li> <li>Whenever other trades are using cranes or working above your work area, or area you must access, use extreme caution.</li> </ul> | L |
| Block Cutting                           | Injuries to eyes.                      |   | M |
|   |  |   | M |
|   |  |   | L |
|   |  |   | L |
| Danger of Other Trades Working Overhead | Danger of material falling from above. |   | L |

## FALL PROTECTION CLEARANCE DISTANCES AND PROPER HARNESS FITTING



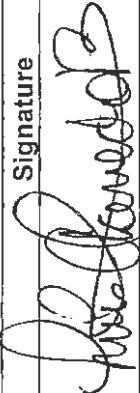



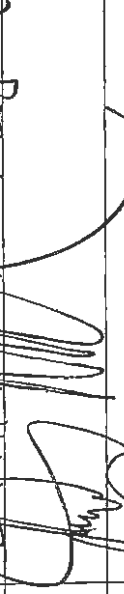

### Harness Fitting



- Harnesses must be sized for the worker. Workers must weigh more than 130 lbs. and less than 300lbs.



# AMS MASONRY EMPLOYEES AHA ORIENTATION

| AHA Modified and Reviewed         |  |          |
|-----------------------------------|--|----------|
| Name (Print)                      | Signature  | Date     |
| Luis A Acevedo                    |     | 2-9-16   |
| DAVID ACEVEDO                     |  | 02-09-16 |
| Emilio Dociler                    |  | 02-09-16 |
| Alynn Gamble                      |    | 02-09-16 |
| Tim Bryant                        |    | 02-09-16 |
| Henry Smalls                      |    | 02-09-16 |
| FRANCISCO RAMIREZ (CONCRETE)      | FRANCISCO RAMIREZ (CONCRETE)   | 05-09-16 |
| Jose L. Salto Calderon (CONCRETE) | Jose L. Salto C. (CONCRETE)  | 05-09-16 |
| Benito Santiago (CONCRETE)        | Benito Santiago (CONCRETE)   | 05-09-16 |
| James D. Wood                     |  | 05-09-16 |
| Roosevelt Wood III                |  | 05-09-16 |

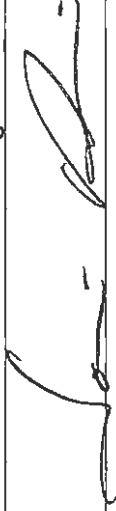


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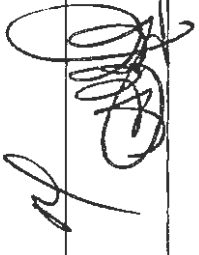
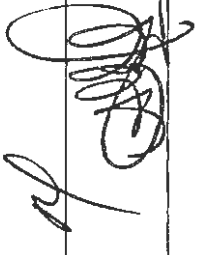


# AMS CONCRETE EMPLOYEES AHA ORIENTATION

| AHA Modified and Reviewed |  |          |
|---------------------------|--|----------|
| Name (Print)              | Signature  | Date     |
| Jose Arils                |    | 01-18-16 |
| JAMES GONZALEZ            | JAMES GONZALEZ   | 01-18-16 |
| EMEREA HERNANDEZ          | EMEREA HERNANDEZ   | 01-18-16 |
| Angel Torres              | Angel Torres   | 01-18-16 |
| Jose Navarro              | Jose Navarro   | 01-18-16 |
| Alejandro Huapilla        | Alejandro Huapilla   | 01-18-16 |
| Vuqu Alonso               |   | 01-18-16 |
| Victor Cruz               | Victor Cruz  | 01-18-16 |
| Idevar suzman             | Idevar suzman  | 01-18-16 |
| Anastacio Altamirano      |  | 01-18-16 |
| Rodrigo Ayllar            | Rodrigo Ayllar   | 01-18-16 |
| BATAZAR ESCOBAR           | Jorge Hinojosa   | 01-18-16 |

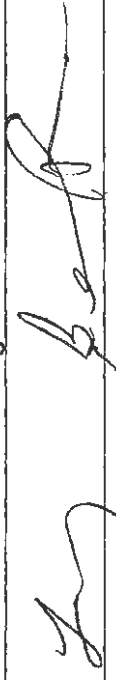

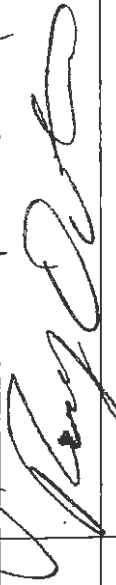
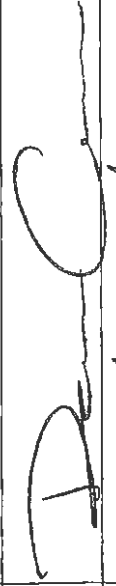
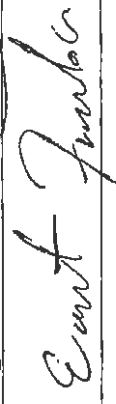
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| AHA Modified and Reviewed |  |          |
|---------------------------|--|----------|
| Name (Print)              | Signature  | Date     |
| Dave Scra                 | Dave Scra  | 05-09-16 |
| James Whitehead           | James Whitehead  | 05-09-16 |
| Rafael Rodriguez          |     | 05-23-16 |
| Alfonso Fernandez         |     | 06-13-16 |
| Danny Escobar             | Danny Escobar  | 07-27-16 |
| Juanita Rader             | Juanita Rader  | 10/17/16 |
| Marquis Bruce             | Marquis Bruce  | 10/17/16 |
| Gerald Brown              | Gerald Brown   | 10-19-16 |
| Bentrum Auant             | Bentrum Auant  | 10-19-16 |
| Ricardo Ortiz             |  | 12/22/16 |
| Ricardo Vasquez           |  | 12/22/16 |

# AMS MASONRY EMPLOYEES AHA ORIENTATION

| AHA Modified and Reviewed |  |          |
|---------------------------|--|----------|
| Name (Print)              | Signature  | Date     |
| Larry Butler              |    | 2/27/16  |
| WALTER STEVENSON          | Walter Stevenson   | 02-09-16 |
| Schmitt                   |    | 02-09-16 |
| Randy Dattman             |    | 02-09-16 |
| Eric Jones                | Eric Jones   | 02-09-16 |
| James Williams            | James Williams   | 02-09-16 |
| Zion Anderson             | Zion Anderson  | 02-09-16 |
| James Walker              |  | 02-09-16 |
| Darwin Cower              |  | 02-09-16 |
| Earl Fickus               | Earl Fickus  | 02-09-16 |
| Samuel Cope               | Samuel Cope  | 02-09-16 |

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AHA Modified and Reviewed

| Name (Print)    | Signature       | Date    |
|-----------------|-----------------|---------|
| Mike Sreemore   | Mike Sreemore   | 8-17-16 |
| David Sones     | David Sones     | 8-17-16 |
| Zachary Thomas  | Zachary Thomas  | 8-17-16 |
| Levi McKinnon   | Levi McKinnon   | 8-17-16 |
| Dervonne Moore  | Dervonne Moore  | 8-17-16 |
| Michael Varello | Michael Varello | 8-17-16 |
| James Branch    | James Branch    | 8-17-16 |
| Larry Bennett   | Larry Bennett   | 8-17-16 |
| Aaron Hadden    | Aaron Hadden    | 8-17-16 |
| Kevin Campbell  | Kevin Campbell  | 8-17-16 |
| George P. Reed  | George P. Reed  | 8-17-16 |

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**Tab No: 34**

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## **VOTE "YES" FOR BAC LOCAL 8 IF:**

You want to keep your family health care coverage at no cost to you

You want to keep the ability to retire as early as 55 with a pension that will pay you or your spouse for the rest of your life, at no cost to you

You want the security of a union contract that guarantees a fair wage, and makes sure that the bosses can't take away your wages or your family's union benefits

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## **VOTE "NO" IF:**

You want to start paying \$293 a week for worse health coverage out of your own wallet – because the union plan will stop coverage if AMS goes non-union, as soon as it goes non-union

You want to rely on a 401(k) for retirement – an account that you'll have to fund by yourself out of your check

You want the owners of AMS to pocket the \$2.85 that currently pays for your health and retirement

EXHIBIT

R-12



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**Tab No: 35**

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**WHEN YOU LOOK AT THE FACTS,  
THE CHOICE IS CLEAR:**

A VOTE YES FOR BAC LOCAL 8 IN THE NLRB  
SECRET-BALLOT ELECTION IS THE ONLY SAFE CHOICE  
FOR YOU AND YOUR FAMILY!

And that's why it's so important to VOTE YES for  
Local 8, and mail back the ballot to the NLRB, as  
soon as you get it in the mail.

When you mail back your secret ballot from the  
National Labor Relations Board, no one will know  
how you vote. Not the union, not your foreman, not  
AMS, and not the government. Just you.

Make sure your vote counts:  
sign the large outer envelope, but don't sign the  
small secret ballot envelope.

**AND MAKE SURE YOU MAKE THE SMART  
AND SAFE CHOICE FOR YOUR FAMILY:**

**VOTE "YES" FOR LOCAL 8!**

650-0594

EXHIBIT

tabbles

R-13



CASE NO. 18-14163

**UNITED STATES COURT OF APPEALS  
FOR THE ELEVENTH CIRCUIT**

ADVANCED MASONRY ASSOCIATES, LLC  
d/b/a Advanced Masonry Services

(Petitioner/Appellant)

vs.

NATIONAL LABOR RELATIONS BOARD

(Respondent/Appellee)

A Petition for Review of an Order of the National Labor Relations Board

N.L.R.B. Case No. 12-CA-22114

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**Tab No: 36**

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Company Name: Advanced Memory Systems

Job Site Location: \_\_\_\_\_

Date: 5/16/16

Start Time: \_\_\_\_\_

Finish Time: \_\_\_\_\_

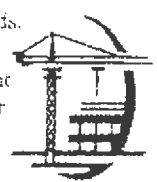
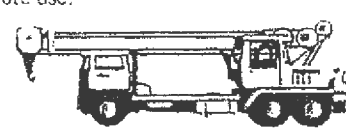
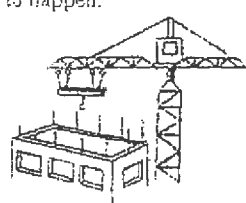
Foreman/Supervisor: \_\_\_\_\_

## Topic 274: Rigging for Safe Lifts

**Introduction:** Only qualified persons should ever perform hoisting and lifting operations. Riggers work with hoisting tackle and gear that consists of hooks, hook blocks and balls, eye-rings, webbed netting slings, cradles, chains, wire rope cable, various synthetic ropes, shackles, couplers, and other fasteners, fittings, and assorted attachments. Before starting any lifting operations, a meeting should be had by all involved personnel to review the "LIFT PLAN". This plan should include a detailed sketch of the process that will serve as a visual guide for what is expected to happen. It will designate lifting and drop points, methods of attachments, sling angles, load vectors, boom and swing angles, crane orientations, weight determinations, and rated load capacities. Careful review of the plan would explain step-by-step operating procedures, including all applicable rigging precautions and safety measures.

**Required safety measures for rigging and hoisting operations include:**

- The crane operator is responsible for his rig and must have the hand signals posted on the outside of the machine, up-to-date maintenance logs, a copy of the load charts, and the current annual equipment inspection document.
- Complete daily pre-operational walk-around inspection of the crane by company competent person.
- Be sure all other personnel in the vicinity are aware of planned hoisting activities.
- When initially brought to the job-site, or after repairs or modification, before use, platform and rigging must be proof tested to 125% of rated capacity.
- Avoid operations that expose workers to overhead loads.
- Keep clear of loads about to be lifted, or are already suspended.
- Use slow, cautious motions without sudden, jerking movements.
- When possible, use tag-lines (ground lines) to steady the lift, especially when traveling the load.
- Operator shall not hoist, lower, swing, or travel while anyone is on the load or hook.
- Hoisting tackle and gear must be inspected daily, and after each lift. Slings and attachments with damaged or defective hooks, rings, shackles, fasteners, fittings, or other hardware must be removed from service immediately. Document daily inspections to ensure they occur regularly.



**The following rigging gear checks should be made prior to beginning any lifting operations:**

- **Hooks:** Remove from service any hooks that are cracked, show excessive wear, or are deformed (Stretch of throat opening exceeding 15%, or more than 10 degrees of hook twist.) Use hooks with positive lock safety latches.
- **Chains:** Check chains for deformed, worn, stretched, or twisted links. Chains should never be repaired, joined together, or shortened by tying knots or using bolts. Alloy chains must not be annealed.
- **Wire Ropes/Cables:** Check wire rope for kinks, stretched or crushed sections, broken or frayed strands, or corrosion. Never shorten or join cables by tying knots. Use only properly formed swaged eye splices with an insert, in the approved manner. Never use monkey fists or L-bolts to make lifting eyes. Never weld wire rope, keep it well greased or oiled.
- **Synthetic Webbing:** When using synthetic (nylon, polyester, and polypropylene) web slings look for tears, holes, fraying, stitching that is worn, torn, or pulled, chemical damaged, or powdered fibers between strands. A manufacturer's label with capacity listed must be affixed to the sling. Slings must be padded at contact points to protect against damage from sharp loads. Slings must not be overloaded and sling legs must not be kinked or knotted.

**Conclusion:** Qualified riggers are the first and last line of defense against hazard potential during hoisting operations. Clear line-of-sight signals are important. When doing obstructed view, or out-of-sight hoisting movements, two-way voice activated radio headsets are your safest option. Avoid dangerous situations by carefully following these processes and procedures. Never use faulty or defective rigging tackle and gear even for "just one more lift". Follow these guidelines for safe rigging and hoisting operations.

## Work Site Review

Work Site Hazards and Safety Suggestions: \_\_\_\_\_

Personnel Safety Violations: \_\_\_\_\_

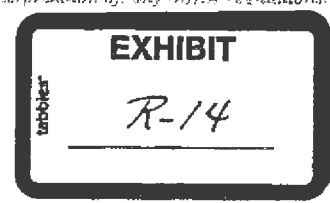
Employee Signatures:

Ernest [Signature]

*I hereby signature attests and verifies my understanding of and agreement to comply with, all company safety policies and regulations, and that I have not suffered, experienced, or sustained any recent job-related injury or illness.*

Foreman/Supervisor Signature: \_\_\_\_\_

*These guidelines do not supersede local, state, or federal regulations and must not be construed as a substitute for or legal interpretation of, any OSHA regulations.*



**Advanced Masonry Systems**5403 Ashton Court • Sarasota, FL 34233  
TEL: (941) 926-3155 • FAX: (941) 926-4804**WEEKLY SAFETY MEETING  
ATTENDANCE RECORD**LOCATION/JOB SITE UNIVERSITY OF TAMPA DATE 05/16/16SUPERVISOR TURBO TOPIC RIGGING FOR SAFE LIFTS**SIGNATURE OF EMPLOYEE**

|                         |       |
|-------------------------|-------|
| <u>Lucy Robinson</u>    | _____ |
| <u>RASHLEIGH CLARK</u>  | _____ |
| <u>Chris Miller</u>     | _____ |
| <u>John L. Lee</u>      | _____ |
| <u>Dave Serra</u>       | _____ |
| <u>James White</u>      | _____ |
| <u>Maxnor COZ</u>       | _____ |
| <u>Marvin COZ</u>       | _____ |
| <u>Rudy Diaz</u>        | _____ |
| <u>Eddy Sazo</u>        | _____ |
| <u>Bonildo Sazo</u>     | _____ |
| <u>Alvaro Tena</u>      | _____ |
| <u>Edwardo Lopez</u>    | _____ |
| <u>WALTER STEVENSON</u> | _____ |
| <u>JAMES Wood</u>       | _____ |
| <u>Armando Camacho</u>  | _____ |
| <u>Ramon Camacho</u>    | _____ |
| <u>Salvador Camacho</u> | _____ |
| <u>Luis Acosta</u>      | _____ |

CASE NO. 18-14163

**UNITED STATES COURT OF APPEALS  
FOR THE ELEVENTH CIRCUIT**

ADVANCED MASONRY ASSOCIATES, LLC  
d/b/a Advanced Masonry Services

(Petitioner/Appellant)

vs.

NATIONAL LABOR RELATIONS BOARD

(Respondent/Appellee)

A Petition for Review of an Order of the National Labor Relations Board

N.L.R.B. Case No. 12-CA-221114

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**Tab No: 37**

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**Connecticut  
Department of Labor**

Working with you for a better future.

MIDDLETOWN ADJUDICATIONS UNIT  
645 SOUTH MAIN STREET

MIDDLETOWN, CT 06457-4562

Telephone #: 860-754-5100  
Fax#: 866-754-1410

CASE #:

DATE THIS NOTICE WAS MAILED: 05/17/2016

CLAIMANT NAME: LUIS A ACEVEDO

SS#: -8236

CLAIM TYPE: NC

EFFECTIVE DATE: 05/15/2016

PRIOR EFFECTIVE DATE:  
02-000-01

The above named individual has filed a claim for unemployment compensation stating that they were laid off from your company due to a lack of work, has had hours reduced or has completed an assignment and no other employment is available at this time.

**This is a confirmation notice.**

**IF THE SEPARATION WAS DUE TO LACK OF WORK NO ACTION IS REQUIRED**

If the individual's separation was not due to lack of work, he/she is not working all available hours or he/she has refused an offer of suitable employment, you must contact the Labor Department at the office indicated above, no later than seven (7) days from the date this notice was mailed. Please fax or call the Labor Department at the numbers listed above. If necessary, a first level predetermination hearing will be scheduled.

**IMPORTANT ADVISEMENT:**

If your response is not received within seven (7) days of the mailing date of this notice, the Labor Department will consider the individual's separation to be a lack of work. You will be deemed to have waived your right to a first level predetermination hearing and benefits may be paid. Do not ignore any charge notice or notice of potential liability which you may receive.

If you cannot fax this notice, please contact the office by telephone. **PLEASE BE ADVISED:** (1) Your response must actually be received no later than seven (7) days from the mailing date; and (2) Nonparticipation or late response to this notice will result in liability for your proportionate share of the unemployment compensation charges resulting from this claim for benefits, EVEN IF THE INITIAL DETERMINATION IS REVERSED BY A HIGHER AUTHORITY. Thank you for your cooperation in this matter.

|  |   |                            |                  |  |    |
|--|---|----------------------------|------------------|--|----|
| Employee Name:   | LUIS A ACEVEDO  |                            | Social Sec. No.: | 8236   |    |
| First day of work:   | 1/25/16   | Last day of work:          | 5/20/16          | Total gross earnings in last six months of employment: | \$ |
| EMPLOYMENT STATUS:   | <input type="checkbox"/> Voluntarily quit <input checked="" type="checkbox"/> Discharge or Suspension <input type="checkbox"/> Leave of absence<br><input type="checkbox"/> Hours reduced – claimant initiated <input type="checkbox"/> Other (explain below) |                            |                  |  |    |
| Check if the individual refused rehire:  | <input type="checkbox"/> Individual refused an offer of rehire.<br><input type="checkbox"/> If working for a temporary help service, individual declined placement on new assignment.   |                            |                  |  |    |
| If rehire refused, indicate the date and method of communicating the offer and the individual's stated reason for refusal. |   |                            |                  |  |    |
| Comments:  | He was terminated for violating a safety rule   |                            |                  |  |    |
| Employer Signature:  | <i>[Signature]</i>  |                            | Title:           |  |    |
| Employer Telephone No.:  | 941-421   | Employer Registration No.: | Date: 5/24/16    |  |    |

ADVANCED MASONRY ASSOCIATED LL

5403 ASHTON CT

SARASOTA FL 34233

DATE MAILED

05/17/2016

**EXHIBIT**

R-20

CASE NO. 18-14163

**UNITED STATES COURT OF APPEALS  
FOR THE ELEVENTH CIRCUIT**

ADVANCED MASONRY ASSOCIATES, LLC  
d/b/a Advanced Masonry Services

(Petitioner/Appellant)

vs.

NATIONAL LABOR RELATIONS BOARD

(Respondent/Appellee)

A Petition for Review of an Order of the National Labor Relations Board

N.L.R.B. Case No. 12-CA-221114

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**Tab No: 38**

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**ADVANCED  
MASONRY  
SYSTEMS**

June 17<sup>th</sup> 2016

STATE OF CONNECTICUT  
Department Of Labor  
Merit Rating Unit  
Employment Security Divison  
Wethersfield, Ct. 06109  
860-263-6705 Fax 860-263-6723

Re: Acevedo, Luis A.- Approval Of Benefits  
SS#

To Whom It May Concern:

Respectfully, the employer, Advanced Masonry Systems hereby wishes to appeal the decision to provide benefits to the above named individual based on:

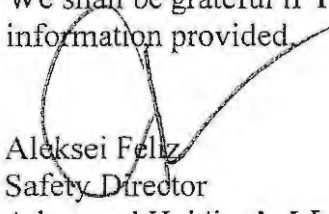
- Willful misconduct – “Deliberate misconduct in disregard of the employers interest”.
- “Single knowing violation of a reasonable and uniformly rule or policy of the employer”

The above named individual, willfully violated our **Fall Protection Policy** disregarding Advanced Masonry Systems interest by NOT using the Fall Protection Equipment, putting himself and Advanced Masonry Systems on harm's way. He and all other employees signed the said Policy document (see attachment).

In light of his agreement to follow our company policy related to Fall Protection and The State Of Connecticut definition of willful misconduct and violation of the employer policy, the above named individual should not be eligible for benefits.

We shall be grateful if The State would reconsider based on the information provided.

5403 Ashton Ct.  
Sarasota, FL 34233  
(941) 926-3155  
Fax (941) 926-4804  
(800) 922-1572

  
Aleksei Feliz  
Safety Director  
Advanced Holding's LLC  
5403 Ashton Court Sarasota Fl. 34233/941-941-9937065

info@advmasonry.com

**EXHIBIT**

**R-21**

CASE NO. 18-14163

**UNITED STATES COURT OF APPEALS  
FOR THE ELEVENTH CIRCUIT**

ADVANCED MASONRY ASSOCIATES, LLC  
d/b/a Advanced Masonry Services

(Petitioner/Appellant)

vs.

NATIONAL LABOR RELATIONS BOARD

(Respondent/Appellee)

A Petition for Review of an Order of the National Labor Relations Board

N.L.R.B. Case No. 12-CA-221114

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**Tab No: 39**

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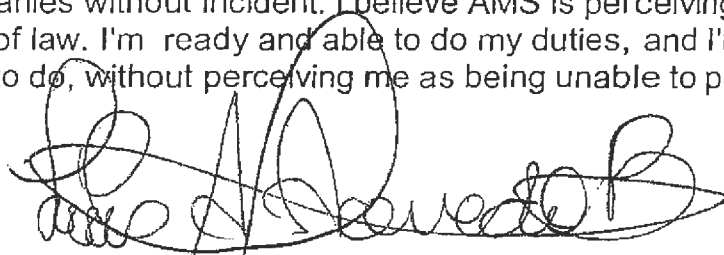
My name is Luis Acevedo. I have been a certified Union mason for over 9 years. I have an excellent track record. When I applied to AMS back in 2014, I was told I was desperately needed and they wanted me to start immediately. However, when I was being hired, AMS asked me to list any past injuries I ever had. Despite none of these past injuries affecting my abilities to perform my job, I listed them as required. Despite needing help, the Sarasota location/Safety Director Alex refused to contact me after learning of my past injuries as to starting my job. After not hearing from Sarasota, I traveled to the Shell Point Road Ruskin location and spoke to the Foreman. He hired me on the spot without reviewing my background or having me complete any documents. I worked hard and did my best for one week. However, the Sarasota management/Safety Director Alex came to Ruskin, saw me working there and suddenly I was released, with no reason given.

I have worked as a mason in non-union settings since my discriminatory termination. Recently, I again see repeated need for AMS masons/bricklayers. Approximately, eight weeks ago I called the office to confirm they have openings (confirmed by Union and the internet), the person who I spoke to told me they have a lot of work available. She asked me for my information. She said AMS could use me but I needed to speak to the Safety Director. The Safety Director Alex, who didn't remember me from 2014, called me about two weeks later. He informed me when I was ready to start work to call him as AMS has a lot of work. Toward the end of the conversation, I reminded him I worked there in 2014. On July 8, 2015, I called Alex and suddenly he told me that there are no jobs available. I know

there is work, again as confirmed by the Union and Internet. I also called and spoke to someone else at AMS and was told yes, they need help.

I would like to work for AMS because it is a good company with union benefits. I've been working for other companies without incident. I believe AMS is perceiving me as disabled and refusing to hire me in violation of law. I'm ready and able to do my duties, and I'm ready to work. Please let me do what I am trained to do, without perceiving me as being unable to perform the job.

Sincerely,



Luis Acevedo.  
13448 Beechberry Dr Riverview, FL 33579  
860-944-8299

EXHIBIT

R-22

CASE NO. 18-14163

**UNITED STATES COURT OF APPEALS  
FOR THE ELEVENTH CIRCUIT**

ADVANCED MASONRY ASSOCIATES, LLC  
d/b/a Advanced Masonry Services

(Petitioner/Appellant)

vs.

NATIONAL LABOR RELATIONS BOARD

(Respondent/Appellee)

A Petition for Review of an Order of the National Labor Relations Board

N.L.R.B. Case No. 12-CA-221114

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**Tab No: 40**

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ADVANCED  
MASONRY  
SYSTEMS

July 30<sup>th</sup> 2015

Mr. Luis Acevedo  
13448 Beechberry Dr  
Riverview, FL 33579

Re: Your Correspondence to AMS

Mr. Acevedo:


This is a follow up to our phone conversation on Thursday July 30<sup>th</sup> 2015.

During our conversation you stated that a Union Rep by the name of "Mike" had told you AMS did not wanted to hire you due to injuries. Since I was not privilege to that conversation, I cannot address the nature of such call. Having said that this much I can tell you, AMS has been in business for over 20 years and has never discriminated nor precluded anyone from employment. On the contrary we have a documented record of hiring anyone able to perform the duties of the job.

As of today, July 30<sup>th</sup>, 2015 we **DO NOT HAVE ANY** positions for Masons in the Tampa, St. Pete or Sarasota locations. We **DO** have **3 Projects** in the above mentioned locations that were scheduled to start 3 weeks ago, but have not. As soon as those projects begin and we are ready to hire Masons, **we will be glad** to consider you for employment. But as of yet, **NONE** of those 3 projects in the Tampa, St. Pete or Sarasota locations have started.

We **DO** have a **Project in Daytona Beach** where we are in need for Masons. If you wish to be consider for a positon in Daytona Beach, **CALL ME** so we can discuss it. If that is not suitable to you, I will contact you at 860-944-8299 when we are ready to hire masons for the **Tampa, St. Pete or Sarasota Projects**.

Sincerely,

  
Aleksey Feliz  
Project Safety Manger  
Advanced Masonry Systems  
Alek@advmasonry.com  
941-993-7065

5401 Ashton Ct.  
Sarasota, FL 34233  
(941) 926-3155  
Fax (941) 926-4804  
(800) 922-1572

info@advmasonry.com

EXHIBIT

R-23

CASE NO. 18-14163

**UNITED STATES COURT OF APPEALS  
FOR THE ELEVENTH CIRCUIT**

ADVANCED MASONRY ASSOCIATES, LLC  
d/b/a Advanced Masonry Services

(Petitioner/Appellant)

vs.

NATIONAL LABOR RELATIONS BOARD

(Respondent/Appellee)

A Petition for Review of an Order of the National Labor Relations Board

N.L.R.B. Case No. 12-CA-221114

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**Tab No: 41**

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**ADVANCED  
MASONRY  
SYSTEMS**

August 7<sup>th</sup> 2015

Mr. Luis Acevedo  
13448 Beechberry Dr  
Riverview, FL 33579

Re: Mason Positions St. Pete

Mr. Acevedo;


As I stated on my letter to you of July 30<sup>th</sup>, we have 3 Projects in the Tampa/St Pete locations. Those projects were supposed to start approx. 3 weeks ago but due to delays, AMS was not in a position to hire any Masons.

One of those Projects will be ready to start in the next week or so and we will be in the need for Masons. We will be glad to consider you for that project. All we need to do is to take an Updated Employment Application and send you for a Drug Test since your application on file is from 2013. The project is located in Downtown St. Pete.

If you are interested in applying to work at this project is very important you contact me as soon as you received this correspondence so I can be sure you are one of the Masons in consideration as there are only a few positions available.

You can reach me at 941-993-7065 to make arrangements for the paperwork or simply go to our office located at:  
5403 Ashton Court Sarasota FL 34233 and fill out the paperwork that is needed. Again, I expect the project to be ready to start hiring Masons during the weeks 8/10 to 8/17. Please contact me or go by the office to so your paperwork can be processed for employment.

Sincerely,

  
Aleksey Peliz  
Project Safety  
941-993-7065

5403 Ashton Ct.  
Sarasota, FL 34233  
(941) 926-3155  
Fax (941) 926-4804  
(800) 922-1572

info@advmasonry.com

**EXHIBIT**

*R-24*

CASE NO. 18-14163

**UNITED STATES COURT OF APPEALS  
FOR THE ELEVENTH CIRCUIT**

ADVANCED MASONRY ASSOCIATES, LLC  
d/b/a Advanced Masonry Services

(Petitioner/Appellant)

vs.

NATIONAL LABOR RELATIONS BOARD

(Respondent/Appellee)

A Petition for Review of an Order of the National Labor Relations Board

N.L.R.B. Case No. 12-CA-221114

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**Tab No: 42**

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## Acknowledgments and Agreements Employee Handbook

### Policy

All employees are required to sign an acknowledgment confirming that they:

- Acknowledge their Employment At Will status;
- Have read and/or will read the AMS Employee Handbook and agree to abide by it;
- Have read and/or will read the Confidentiality Information statement and agree to abide by it; and
- Have read and/or will read, will understand, and will abide by the Prohibited Discrimination and Harassment policy. See Section 2-7

### Employee Handbook

I hereby acknowledge that I can review the AMS/ADS Employee Handbook online at <http://advholdings.wix.com/advh> and will read it or have it read to me. If I am unable to have access to the handbook online, I acknowledge that I can receive a hardcopy if requested. If I have any questions regarding this Handbook, I understand that it is my responsibility to ask my supervisor or the Human Resources Department about them. I also understand that any provisions of this Handbook may be amended or revised at any time by the Company. I further understand that the Handbook is not a guarantee of any specific policies, procedures, rules, or length of employment. Finally, I agree to obey all of the policies contained in the Handbook.

Luis A Acevedo

Employee's Printed Name

[Signature]

Employee's Signature

10/1/15

Date

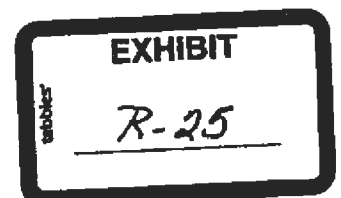
Witness:

[Signature]

Witness Printed Name

[Signature]

Witness Signature



CASE NO. 18-14163

**UNITED STATES COURT OF APPEALS  
FOR THE ELEVENTH CIRCUIT**

ADVANCED MASONRY ASSOCIATES, LLC  
d/b/a Advanced Masonry Services

(Petitioner/Appellant)

vs.

NATIONAL LABOR RELATIONS BOARD

(Respondent/Appellee)

A Petition for Review of an Order of the National Labor Relations Board

N.L.R.B. Case No. 12-CA-221114

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**Tab No: 43**

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Advanced Masonry Systems  
5403 Ashton Court  
Sarasota, FL 34233

Office: (941) 926-3155 Fax (941) 926-4804

## REASON FOR LEAVING FORM

DATE 1/15/16

EMPLOYEE NAME Wrench David

FOREMAN NAME TURBO

JOBSITE BCU

REASONS FOR LEAVING:

Quit ☒

Terminated ☐

Lay off ☐

Leave ☐

PLEASE EXPLAIN: (including any warnings given including dates)

V.A.

1/29/16 - Check was cut by mistake  
was supposed to go to Andrew  
WRENCH.

FOREMAN SIGNATURE Burt

EXHIBIT

R-27





Advanced Masonry Systems  
5403 Ashlon Court  
Sarasota, FL 34233

Office: (941) 926-3155 Fax (941) 926-4804

## REASON FOR LEAVING FORM

DATE 2/10/16

EMPLOYEE NAME Robert Baker

FOREMAN NAME Brent Mc Natt

JOB SITE Bethune

REASONS FOR LEAVING:

|            |                                     |
|------------|-------------------------------------|
| Quit       | <input checked="" type="checkbox"/> |
| Terminated | <input type="checkbox"/>            |
| Lay off    | <input type="checkbox"/>            |
| Leave      | <input type="checkbox"/>            |

PLEASE EXPLAIN: (including any warnings given including dates)

FOREMAN SIGNATURE Brent Mc Natt

PLEASE RETURN TO JEANNIE RIGHT AWAY





Advanced Masonry Systems  
5403 Ashton Court  
Sarasota, FL 34233

Office: (941) 926-3155 Fax (941) 926-4604

## REASON FOR LEAVING FORM

DATE 3/18/16

EMPLOYEE NAME Robert Piasche

FOREMAN NAME Bob Dutton

JOB SITE Bethune Cookman

REASONS FOR LEAVING:

Quit

X

Terminated

Lay off

Leave

PLEASE EXPLAIN: (including any warnings given including dates)

Left for another job. (CASH PAY job)

FOREMAN SIGNATURE B. Dutton

PLEASE RETURN TO JEANNIE RIGHT AWAY





Advanced Masonry Systems  
5403 Ashton Court  
Sarasota, FL 34233

Office: (941) 926-3155 Fax (941) 926-4804

## REASON FOR LEAVING FORM

DATE 4-1-16

EMPLOYEE NAME Jacob Barlow

FOREMAN NAME TURBO

JOBSITE BCU II

REASONS FOR LEAVING:

Quit ☒  
Terminated ☐  
Lay off ☐  
Leave ☐

PLEASE EXPLAIN: (including any warnings given including dates)

VQ with alarge group.

FOREMAN SIGNATURE [Signature]

af





Advanced Masonry Systems  
5403 Ashton Court  
Sarasota, FL 34233

Office: (941) 926-3155 Fax (941) 926-4304

## REASON FOR LEAVING FORM

DATE 4/4/16

EMPLOYEE NAME Jeremy Clark

FOREMAN NAME Turbo

JOB SITE Bethune Cookman

REASONS FOR LEAVING:

Quit

X

Terminated

Lay off

Leave

PLEASE EXPLAIN (including any warnings given including dates)

VO

FOREMAN SIGNATURE [Signature]

PLEASE RETURN TO ISSUING RIGHT AWAY





Advanced Masonry Systems  
5403 Ashton Court  
Sarasota, FL 34233

Office: (941) 928-3155 Fax (941) 928-1804

## REASON FOR LEAVING FORM

DATE 4/1/14

EMPLOYEE NAME

Dustin Hickey

FOREMAN NAME

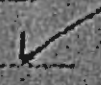
TURBO

JOB SITE

BCU II

REASONS FOR LEAVING:

Quit



Terminated

Lay off

Leave

PLEASE EXPLAIN: (including any warnings given including dates)

VA with a group of people

FOREMAN SIGNATURE

Ben M. Stett





Advanced Masonry Systems  
5403 Ashton Court  
Sarasota, FL 34233

Office: (941) 926-3155 Fax (941) 926-1204

## REASON FOR LEAVING FORM

DATE 4-24

EMPLOYEE NAME Forrest Grenlee

FOREMAN NAME TURBO

JOB SITE BCU #

REASONS FOR LEAVING:

Quit ☒  
Terminated ☐  
Lay off ☐  
Leave ☐

PLEASE EXPLAIN: (including any warnings given including dates)

VQ with a group of people.

FOREMAN SIGNATURE Bert R. Pitt

CASE NO. 18-14163

**UNITED STATES COURT OF APPEALS  
FOR THE ELEVENTH CIRCUIT**

ADVANCED MASONRY ASSOCIATES, LLC  
d/b/a Advanced Masonry Services

(Petitioner/Appellant)

vs.

NATIONAL LABOR RELATIONS BOARD

(Respondent/Appellee)

A Petition for Review of an Order of the National Labor Relations Board

N.L.R.B. Case No. 12-CA-221114

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**Tab No: 44**

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ADVANCED MATERIALS SYSTEMS  
CORPORATION  
SANTA ANA, CALIFORNIA

UNITED STATES DISTRICT COURT

REASON FOR LEAVING JOURN

DATE 1/11/19

REPORTER NAME John Doe

REPORTER ADDRESS 1234 Main St, Anytown, CA 90210

REPORTER PHONE (555) 123-4567

REPORTER SIGNATURE

Signature  
Printed Name  
Title  
Date

REPORTER COMMENTS See attached report for details of interview.

REPORTER SIGNATURE

REPORTER SIGNATURE

EXHIBIT

R-28





Advanced Masonry Systems  
5403 Ashton Court  
Sarasota, FL 34233

Office: (941) 926-3155 Fax (941) 926-4804

## REASON FOR LEAVING FORM

DATE 4/10/16

EMPLOYEE NAME

Reed, George

FOREMAN NAME

Bob Dutton

JOB SITE

BCC

REASONS FOR LEAVING:

Quit ☒  
Terminated ☐  
Lay off ☐  
Leave ☐

PLEASE EXPLAIN: (including any warnings given including dates)

V.Q. Per Bob, he found a better  
job.

FOREMAN SIGNATURE

[Signature]



CASE NO. 18-14163

**UNITED STATES COURT OF APPEALS  
FOR THE ELEVENTH CIRCUIT**

ADVANCED MASONRY ASSOCIATES, LLC  
d/b/a Advanced Masonry Services

(Petitioner/Appellant)

vs.

NATIONAL LABOR RELATIONS BOARD

(Respondent/Appellee)

A Petition for Review of an Order of the National Labor Relations Board

N.L.R.B. Case No. 12-CA-221114

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**Tab No: 45**

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Advanced Masonry Systems  
8403 Ashton Court  
Sarasota, FL 34233

Office: (941) 926-3155 Fax (941) 926-4804

## REASON FOR LEAVING FORM

DATE 10-9-15

EMPLOYEE NAME Robert Henry

FOREMAN NAME TURBO

JOB SITE Fired by Alek.

REASONS FOR LEAVING:

|            |                                     |
|------------|-------------------------------------|
| Quit       | <input type="checkbox"/>            |
| Terminated | <input checked="" type="checkbox"/> |
| Lay off    | <input type="checkbox"/>            |
| Leave      | <input type="checkbox"/>            |

PLEASE EXPLAIN: (including any warnings given including dates)

See T.A. Attached T-S.  
causing problems at the Hotel  
Alek terminated him

FOREMAN SIGNATURE [Signature]

PLEASE RETURN TO JEANNIE RIGHT AWAY

EXHIBIT

R-29

CASE NO. 18-14163

**UNITED STATES COURT OF APPEALS  
FOR THE ELEVENTH CIRCUIT**

ADVANCED MASONRY ASSOCIATES, LLC  
d/b/a Advanced Masonry Services

(Petitioner/Appellant)

vs.

NATIONAL LABOR RELATIONS BOARD

(Respondent/Appellee)

A Petition for Review of an Order of the National Labor Relations Board

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**Tab No: 46**

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Advanced Masonry Systems  
6403 Ashton Court  
Sarasota, FL 34233

Office: (941) 926-3155 Fax (941) 926-4804

## REASON FOR LEAVING FORM

DATE 2/10/16

EMPLOYEE NAME Raymond Scott Pearson

FOREMAN NAME Coy Hala/Marc Carney

JOB SITE Yacht Club

REASONS FOR LEAVING:

Quit

Terminated

Lay off

Leave

X

PLEASE EXPLAIN: (including any warnings given including dates)

PWP- Coy

FOREMAN SIGNATURE [Signature]

PLEASE RETURN TO JEANNIE RIGHT AWAY

EXHIBIT

tabbies

R-31



CASE NO. 18-14163

**UNITED STATES COURT OF APPEALS  
FOR THE ELEVENTH CIRCUIT**

ADVANCED MASONRY ASSOCIATES, LLC  
d/b/a Advanced Masonry Services

(Petitioner/Appellant)

vs.

NATIONAL LABOR RELATIONS BOARD

(Respondent/Appellee)

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**Tab No: 47**

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Advanced Masonry Systems  
6403 Ashton Court  
Sarasota, FL 34233

Office: (941) 926-3155 Fax (941) 926-4604

## REASON FOR LEAVING FORM

DATE 1/18/16

EMPLOYEE NAME John Smith

FOREMAN NAME TURBO

JOBSITE BCU Phase 2

REASONS FOR LEAVING:

Quit

Terminated ☒

Lay off

Leave

PLEASE EXPLAIN: (including any warnings given including dates)

Per Turbo on phone conversation  
he kept having to fix John's work  
PWP and poor attendance.

LAST DAY worked 1/15/16

FOREMAN SIGNATURE [Signature]

EXHIBIT

R-32

CASE NO. 18-14163

**UNITED STATES COURT OF APPEALS  
FOR THE ELEVENTH CIRCUIT**

ADVANCED MASONRY ASSOCIATES, LLC  
d/b/a Advanced Masonry Services

(Petitioner/Appellant)

vs.

NATIONAL LABOR RELATIONS BOARD

(Respondent/Appellee)

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**Tab No: 48**

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Advanced Masonry Systems  
5403 Ashton Court  
Sarasota, FL 34233

Office: (941) 926-3155 Fax (941) 926-4804

## REASON FOR LEAVING FORM

DATE 2/10/16

EMPLOYEE NAME Timothy Golphin

FOREMAN NAME Bob Dutton

JOBSITE Bethune

REASONS FOR LEAVING:

Quit \_\_\_\_\_  
Terminated X \_\_\_\_\_  
Lay off \_\_\_\_\_  
Leave \_\_\_\_\_

PLEASE EXPLAIN: (including any warnings given including dates)

Fired - Not b'ied off + on telephone

FOREMAN SIGNATURE \_\_\_\_\_

PLEASE RETURN TO JEANNIE RIGHT AWAY

EXHIBIT

tabbies

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CASE NO. 18-14163

**UNITED STATES COURT OF APPEALS  
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ADVANCED MASONRY ASSOCIATES, LLC  
d/b/a Advanced Masonry Services

(Petitioner/Appellant)

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NATIONAL LABOR RELATIONS BOARD

(Respondent/Appellee)

A Petition for Review of an Order of the National Labor Relations Board

N.L.R.B. Case No. 12-CA-221114

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**Tab No: 49**

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**EMPLOYEE WARNING NOTICE:**

FINAL

3

2



Employee Name: Jaswin David Leonardo

Date of Notice: 05-26-16

Jobsite: MIDRISE

Date of Incident: 05-26-16

| REASON FOR WARNING:         | EXPLANATION:                        |  |
|-----------------------------|-------------------------------------|--|
| ATTENDANCE                  | <input type="checkbox"/>            |  |
| WORK QUALITY                | <input type="checkbox"/>            |  |
| SAFETY VIOLATION            | <input checked="" type="checkbox"/> |  |
| VIOLATION OF COMPANY POLICY | <input checked="" type="checkbox"/> |  |
| OTHER                       | <input type="checkbox"/>            |  |

**SUPERVISOR'S STATEMENT:**

I, Fernando Ramirez (SC) Observed the employee Jaswin D. Leonardo doing concrete operations, using a Conventional 16' scaffold standing approximately at 10' feet high, Not using EP (fall protection). He also dismounting the scaffold stepping on the Braces, because he didn't have access (ladder) to dismounted.

**ACTION TO BE TAKEN:**

WARNING ☐

PROBATION ☐

SUSPENSION ☐

DISMISSAL ☒

OTHER ☐

Describe: FALL PROTECTION VIOLATION

I have read and understand the issues covered in this Warning Notice, have received a copy of the Notice, and agree to take the necessary steps to correct the deficiencies addressed, with the understanding that my failure to correct the deficiencies may result in further action being taken, including termination of my employment.

[Signature]

Employee Signature as acknowledgment

[Signature]

Prepared by: Supervisor's Name

Copy to:

Personnel File ☐

Employee ☐

Job File ☐

HR Dept. ☐

**EXHIBIT**

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### EMPLOYEE TERMINATION REPORT

Employee Name:

Jaswin Leonardo

Jobsite:

Concrete

Foreman:

Miguel

Last Day worked:

5/26/14

Date of Termination

5/26/14

Reason for Leaving: Mark only One:

**Voluntary Resignation: (check one)**

- ☐ Got another job
- ☐ Dissatisfied
- ☐ Moving out of Area
- ☐ Family/Personal Circumstances
- ☐ No Reason Given
- ☐ Retirement

**Involuntary Termination (Check one)**

- ☐ Absenteeism or Tardiness
- ☐ Failure to Perform work duties
- ☐ Insubordination
- ☐ Gross Misconduct
- ☐ Job Abandonment
- ☐ Failed Drug Test
- ☒ Other (explain Below)

Pay Off:

☐ Job Ended

☐ Job Slow down

Explain in Detail Reason for Termination - Include dates:

BROKE FACE PROTECTION SAFETY RIDE  
See Attached

Eligible for Re-Hire?

☐ Yes

☒ No

Phone Number to contact:

Address:

Employee Signature

Date:

Supervisor's Signature



CASE NO. 18-14163

**UNITED STATES COURT OF APPEALS  
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NATIONAL LABOR RELATIONS BOARD

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**Tab No: 50**

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## WORK REFERRAL

CONTRACTOR: AMS  
 JOB SITE: \_\_\_\_\_  
 FOREMAN: \_\_\_\_\_  
 MASON: \_\_\_\_\_  
 STEWARD: \_\_\_\_\_  
 WAGE RATE: \_\_\_\_\_  
 BUSINESS AGENT: Mark Peterson

AUTHORIZATION FOR REPRESENTATION FOR COLLECTIVE BARGAINING  
 AND  
 AUTHORIZATION FOR PAYROLL DEDUCTION FOR UNION OBLIGATIONS

I DO HEREBY designate, appoint and authorize IUBAC Local 1, AFL-CIO, Florida to represent me in any and all negotiations relative to collective bargaining with my present or any future employer. The full power and authority to act for the undersigned as described herein supersedes any power or authority heretofore given to any person or organization to represent me and shall remain in full force and effect from one (1) year from date and thereafter subject to thirty (30) days written notice to the Union of my desire to withdraw such power and authority to act for me in matters referred to herein.

From and after the date hereof, I request and authorize my employer to deduct from my earnings, each week for my regular Union obligations (initiation fees, dues and other fees) the amount certified by the IUBAC Local 1, AFL-CIO, Florida, or any other Local or District Council of the IUBAC under whose contract I am employed, or provided in the collective bargaining agreement under which I am employed, as Union obligations which money shall be paid and transmitted as provided in the collective bargaining agreement under which I am employed or to the Union within three (3) working days after such deduction. The wage assignment and authorization for deduction herein shall remain in full force and effect for the period of one (1) year from date hereof or until expiration of the current collective bargaining agreement between Local 1 (or, as applicable, to any other Local or District Council of the IUBAC) and my employer, whichever shall first occur, and shall automatically renew itself for successive annual or contract periods unless revoked by me in writing with a copy to my employer and to Local 1 (and to any other Local or District Council of the IUBAC under whose contract I am working) in the thirty (30)-day period commencing ninety (90) and ending sixty (60) days in advance of the applicable anniversary or contract date.

X DATE: 5-29-12

Michael Bontempo  
 SIGNATURE OF EMPLOYEE

Michael Bontempo  
 NAME OF EMPLOYEE PRINTED

SOCIAL SECURITY NUMBER

1140 East Willow Run DR  
 ADDRESS

Port Orange FL 32129

EXHIBIT

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CASE NO. 18-14163

**UNITED STATES COURT OF APPEALS  
FOR THE ELEVENTH CIRCUIT**

ADVANCED MASONRY ASSOCIATES, LLC  
d/b/a Advanced Masonry Services

(Petitioner/Appellant)

vs.

NATIONAL LABOR RELATIONS BOARD

(Respondent/Appellee)

A Petition for Review of an Order of the National Labor Relations Board

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# ADVANCED MASONRY SYSTEMS

## EMPLOYMENT APPLICATION

Advanced Masonry Systems complies with all employment rights legislation and considers applicants without regard to race, religion, sex, national origin, marital or veteran status, the presence of non job-related medical conditions or disability, or any other legally protected status.

(PLEASE PRINT AND COMPLETELY ANSWER ALL QUESTIONS)

|                        |                                  |                            |              |
|------------------------|----------------------------------|----------------------------|--------------|
| Name                   | <u>Bontempo</u>                  | <u>Michael</u>             |              |
|                        | Last                             | First                      | Middle       |
| Address:               | <u>1140</u>                      | <u>East Willow Run Dr</u>  |              |
|                        | Number                           | Street                     | Apt #        |
|                        | <u>Port Orange</u>               | <u>FL</u>                  | <u>32129</u> |
|                        | City                             | State                      | Zip Code     |
| Telephone:             | <u>386-304-8686</u>              | <u>386-566-3737</u>        |              |
|                        | Home Number                      | Cell Number or Alternate # |              |
| Social Security Number | <u>B.</u>                        |                            |              |
|                        | Drivers License & State of Issue |                            |              |
| EMERGENCY CONTACT:     |                                  |                            |              |
| <u>Karen Bontempo</u>  | <u>Wife</u>                      | <u>386-566-3737</u>        |              |
| NAME                   | RELATIONSHIP                     | TELEPHONE NUMBER           |              |

Have you ever worked for AMS before?  
 If yes, give date: X Yes    No 2000 School in Ocala

Do you have any relatives working for AMS at this time? If yes, Who?    Yes X No   

Are you 18 years of age or older? X Yes    No

Are you employed now?    Yes X No

Are you legally permitted to work in the United States? X Yes    No

(Proof of citizenship or immigration status will be required upon employment.)

| OFFICE USE ONLY   |                              |   |  |
|---|------------------------------|---|--|
| <input type="checkbox"/> UNION                          | HOURLY RATES <u>18.00</u>    | START DATE: <u>5.2.12</u>                       |  |
| FOREMAN NAME (Print) <u>Michael South w/ Albert Sr.</u> | First Last                   | TODAY'S DATE: <u>  </u> / <u>  </u> / <u>  </u> |  |
| FOREMAN SIGNATURE <u>  </u>                             | Drug Screen # <u>6403562</u> |   |  |





# ADVANCED MASONRY SYSTEMS

## EMPLOYMENT APPLICATION



Have you ever been convicted of a felony? ☐ Yes ☒ No

(Conviction will not necessarily disqualify applicant from employment.)

If Yes, Explain:

Some positions require operation of a motor vehicle as part of the job's essential functions. In those cases, a valid driver's license and acceptable Motor Vehicle Report is required.

If applying for a position where driving is required, have you been convicted of any traffic violation within the last five years? ☒ Yes ☐ No

(A prior conviction will not automatically bar you from employment.)

If Yes, explain details and indicate when, where and the disposition of the case:

Speeding Ticket

Can you travel if a job requires it? ☒ Yes ☐ No

Veteran of the U.S. Military Service? ☐ Yes ☒ No

If Yes, branch and dates: \_\_\_\_\_

List any other name(s) by which you have been known (and dates) which will help us to verify your education and work records:

AN EQUAL OPPORTUNITY EMPLOYER

**ADVANCED MASONRY SYSTEMS  
EMPLOYMENT APPLICATION****EMPLOYMENT EXPERIENCE**

Start with your present or most recent job. Include military service assignments and volunteer activities. You may exclude organization names that indicate race, color, religion, gender, national origin, disability, or other protected status.

You are welcome to attach a resume to this application, but you must complete the section below. If you need additional space, please continue on a separate sheet of paper.

|   |                              |  |  |
|---|------------------------------|--|--|
| Employer<br>Truant Construction   | Telephone<br>386-788-5109    | Job Title<br>Masonry Super                                     | Dates Employed (Mo/Yr)<br>From: 2009 -<br>To: 2112 |
| Address<br>911 Berille Rd<br>Daytona Beach  | Supervisor<br>Ed<br>Benjamin | Salary/Hourly Rate<br>Start: 1,100.00<br>Last: 1,100.00 Salary |  |
| May we contact for reference? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |                              |  |  |

|   |                           |  |  |
|---|---------------------------|--|--|
| Employer<br>Bonafide Masonry Inc  | Telephone<br>863-324-1035 | Job Title<br>Masonry Super                             | Dates Employed (Mo/Yr)<br>From: 2000<br>To: 2009 |
| Address<br>4219 Hammond DR<br>Winter Haven FL   | Supervisor<br>Josh Antos  | Salary/Hourly Rate<br>Start: 1,100<br>Last: Union Rate |  |
| May we contact for reference? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |                           |  |  |

|  |
|--|
| List additional specific skills, education, and/or qualifications you would like us to consider:<br>Masonry Super Ran large School Projects in Various<br>County's |
|  |
|  |
|  |
|  |

AN EQUAL OPPORTUNITY EMPLOYER

**ADVANCED MASONRY SYSTEMS  
EMPLOYMENT APPLICATION****EDUCATION**

|                            | High School    | College/University | Graduate/Professional | Technical/Vocational               |
|----------------------------|----------------|--------------------|-----------------------|------------------------------------|
| Name                       | Pen Argyl High |                    |                       | Eastern Northampton County Vo-Tech |
| Years Completed            | 12             |                    |                       | 3                                  |
| Diploma/Degree/Certificate |                |                    |                       | Masonry Cert.                      |

Do not indicate dates of graduation.

**REFERENCES**

List 3 professional references (other than supervisors)

| Name          | Address/Telephone | Relationship to Applicant        |
|---------------|-------------------|----------------------------------|
| Dave Long     | 407-448-1269      | last G.C Super on School Project |
| Bert Sontag   | 407-466-0992      | H.J. High V.P.                   |
| Chris Johnson | 386-523-4901      | Scaffold Salesman                |

**APPLICANT STATEMENT**

I certify that answers given here are true and complete to the best of my knowledge. I authorize investigation of all statements contained in this application for employment as may be necessary in arriving at an employment decision. This application for employment shall be considered active for a period of time not to exceed six (6) months. Any applicant wishing to be considered for employment beyond this time period should re-apply.

The applicant understands that neither this document nor any offer of employment from Advanced Masonry Systems constitutes an employment contract, unless a specific document to that effect is executed by the employer and employee in writing. In the event of employment, I understand that false or misleading information given in my application or interview(s) may result in dismissal at any time without prior notice; and I would be required to abide by all rules and regulations of the employer, as specified in company policies, procedures and practices. I further understand that my employment with AMS is not for a specific term and may be terminated by AMS or myself with or without notice or cause at any time.

I UNDERSTAND THAT ANY EMPLOYMENT WITH AMS IS ON AN AT WILL BASIS, UNLESS EXPRESSLY MODIFIED BY A WRITTEN CONTRACT SIGNED BY THE PRESIDENT OF ADVANCED MASONRY SYSTEMS.

I have read and fully understand the above statements and conditions for employment.

Michael J. Sontag  
(Signature of Applicant)

4-30-12  
(Date)

**AN EQUAL OPPORTUNITY EMPLOYER**



CASE NO. 18-14163

**UNITED STATES COURT OF APPEALS  
FOR THE ELEVENTH CIRCUIT**

ADVANCED MASONRY ASSOCIATES, LLC  
d/b/a Advanced Masonry Services

(Petitioner/Appellant)

vs.

NATIONAL LABOR RELATIONS BOARD

(Respondent/Appellee)

A Petition for Review of an Order of the National Labor Relations Board

N.L.R.B. Case No. 12-CA-221114

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# BRICKLAYERS AND ALLIED CRAFTWORKERS LOCAL 8 OF THE SOUTHEAST



## \$1000

## BRICKLAYERS WANTED

- **BONUS:** \$1,000 after 30 Days of employment with a Union Masonry Contractor in Tampa and surrounding areas.
- **WE HAVE PLENTY OF WORK WITH MULTIPLE UNION CONTRACTORS WITH LONG-TERM EMPLOYMENT THAT Health Insurance and PENSION.**

For more information, CALL Mike (407) 466-7498

EXHIBIT

R-41

CASE NO. 18-14163

**UNITED STATES COURT OF APPEALS  
FOR THE ELEVENTH CIRCUIT**

ADVANCED MASONRY ASSOCIATES, LLC  
d/b/a Advanced Masonry Services

(Petitioner/Appellant)

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NATIONAL LABOR RELATIONS BOARD

(Respondent/Appellee)

A Petition for Review of an Order of the National Labor Relations Board

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**Tab No: 53**

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## GUARANTEE AND WARRANTY

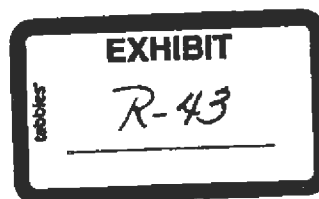
**PROJECT:** Bethune-Cookman University Phase I & II Residence Halls

**TURNOVER AREA:** Phase II

**OWNER:** Quantum Equity I LLC / Bethune-Cookman University

**GENERAL CONTRACTOR:** Hensel Phelps

This document shall guarantee and warrant that the materials and/or equipment furnished, or work performed by Advanced Masonry Systems, (hereafter called "Subcontractor") in connection with the Bethune-Cookman University Phase I & II Residence Halls, (hereafter called "Project") under the Subcontract or Purchase Agreement between Hensel Phelps Construction Co. (hereafter called "Contractor") and the Subcontractor fully conforms to all requirements of the Contract Documents and is free of any defect in equipment, material, design furnished, or workmanship performed by the Subcontractor. This guarantee and warranty shall continue for a period of One (1) year commencing on the date of June 15<sup>th</sup>, 2016 for the aforementioned area as determined by Quantum Equity I LLC / Bethune-Cookman University, (hereafter called "Owner"), except to the extent any longer guarantee and warranty period is called for by the Contract Documents with respect to equipment, material, design furnished, or workmanship performed by the Subcontractor. Work not conforming to these requirements including substitutions not properly approved and authorized may be considered defective. The Subcontractor agrees to promptly make good, without cost to the Contractor or the Owner, any and all defects due to faulty equipment, material, design furnished, or workmanship performed by the Subcontractor, which may appear within the established guarantee and warranty period. Failure to make good such defects within fifteen (15) days after notification may cause the corrective work to be performed by others at the Subcontractor's expense. The correction of other's work resulting from such defects in equipment, material, design furnished, or workmanship performed by others, and all expenses necessary to replace or repair work will be the Subcontractor's responsibility including that damaged or disturbed by making replacement or repairs. This guarantee and warranty is in addition to and not in lieu of all other guarantees, warranties, and rights contained in the Contract Documents or applicable law. In the event that equipment, material, design furnished, or workmanship performed by the Subcontractor is repaired or replaced pursuant to these guarantee and warranty provisions, the Subcontractor shall extend the guarantee and warranty period with respect to the equipment, material, design furnished, or workmanship performed by the Subcontractor so repaired or replaced for any additional period of time after Owner approval of the repair or replacement specified in the Contract Documents. The Subcontractor hereby acknowledges that this guarantee and warranty is given for the benefit of the Owner and Contractor and agrees to honor requests or directives issued to the Subcontractor by the Owner or Contractor for enforcement of this guarantee and warranty. The Subcontractor further hereby assigns to the Owner all guarantees and warranties, express or implied, issued by the Subcontractor and



by manufacturers, suppliers, or subcontractors to the Subcontractor for equipment, material, design furnished, or workmanship performed by the Subcontractor in connection with the Project.

IN WITNESS WHEREOF, THE Subcontractor has caused this instrument to be signed and executed this

15<sup>th</sup> day of Sept. 2016

FIRM: Advanced Machinery

BY: Don Karp, Jr.

TITLE: Principal

|  |                   |
|--|-------------------|
| APPLICABLE TO CALIFORNIA JOBS ONLY   |                   |
| CALIFORNIA ALL-PURPOSE ACKNOWLEDGEMENT   | CIVIL CODE § 1189 |
| A notary public or other officer completing this certificate verifies only the identity of the individual who signed the document to which this certificate is attached, and not the truthfulness, accuracy, or validity of that document. |                   |

State of Florida  
County of Dade } ss.

On 9/15/16 (enter date) before me, Irís Camunas (enter Notary's Name here), Notary Public, personally appeared Don Karp, Jr. (here insert name and title of person signing the instrument) who proved to me on the basis of satisfactory evidence to be the person(s) whose name(s) is/are subscribed to the within instrument and acknowledged to me that he/she/they executed the same in his/her/their authorized capacity(ies), and that by his/her/their signature(s) on the instrument the person(s), or the entity upon behalf of which the person(s) acted, executed the instrument.

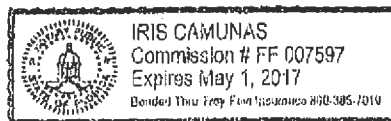
I certify under PENALTY OF PERJURY under the laws of the State of Florida that the foregoing paragraph is true and correct.

WITNESS my hand and official seal.

Signature Irís Camunas

(Seal)

My Commission Expires: \_\_\_\_\_



CASE NO. 18-14163

**UNITED STATES COURT OF APPEALS  
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ADVANCED MASONRY ASSOCIATES, LLC  
d/b/a Advanced Masonry Services

(Petitioner/Appellant)

vs.

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(Respondent/Appellee)

A Petition for Review of an Order of the National Labor Relations Board

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**Tab No: 54**

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RUN DATE 02/01/17 07:21:19  
 ADVANCED MASONRY SYSTEMS  
 04/03/16 TO  
 04/03/16

COINS PAYROLL MODULE  
 GROSS PAYROLL REGISTER BY JOB REPORT  
 FROM PAY PERIOD ENDING 04/03/16  
 TO PAY PERIOD ENDING 04/03/16

PAGE 1  
 USER PR SECURITY LEVEL: 9  
 USER EMP SECURITY TYPE: MASTER

JOB: 2014017, BETHUNE COOKMAN UNIVERSITY

| EMPLOYEE                             | HOURS   |       | PAY RATE | EMPLOYER PAID |        |        |        |      |       |      |             | TOTAL  |         |        |
|--------------------------------------|---------|-------|----------|---------------|--------|--------|--------|------|-------|------|-------------|--------|---------|--------|
|                                      | REGULAR | OT/DT |          | GROSS         | FRNGES | FICA 1 | FICA 2 | PUTA | SUTA  | DBL  | COMP & LIAB |        | REIMBUR |        |
| COST CODE: 01300 TRAVEL/LODGING MAS  |         |       |          |               |        |        |        |      |       |      |             |        |         |        |
| 1010 MCNETT, BREN 04/03              | 0.00    | 0.000 | 0.00     | 0.00          | 0.00   | 0.00   | 0.00   | 0.00 | 0.00  | 0.00 | 0.00        | 0.00   | 141.23  | 141.23 |
| COST CODE TOTAL                      |         | 0.00  |          | 0.00          |        | 0.00   | 0.00   | 0.00 | 0.00  | 0.00 | 0.00        | 0.00   | 141.23  | 141.23 |
| COST CODE: 01600 SAFETY/TRAINING MAS |         |       |          |               |        |        |        |      |       |      |             |        |         |        |
| 3848 BRIGGS, JACK 04/03              | 28.00   | 0.000 | 17.00    | 475.00        | 0.00   | 29.51  | 6.90   | 0.00 | 0.00  | 0.00 | 3.99        | 0.00   | 516.40  |        |
| 3848 BRIGGS, JACK 04/03              | 11.00   | 0.000 | 17.00    | 187.00        | 0.00   | 11.59  | 2.71   | 0.00 | 0.00  | 0.00 | 1.57        | 0.00   | 202.87  |        |
| COST CODE TOTAL                      |         | 39.00 |          | 663.00        | 0.00   | 41.10  | 9.61   | 0.00 | 0.00  | 0.00 | 5.56        | 0.00   | 719.27  |        |
| COST CODE: 01700 MEDICAL COSTS MAS   |         |       |          |               |        |        |        |      |       |      |             |        |         |        |
| 3811 NORWOOD, WIL 04/03              | 32.00   | 0.000 | 22.00    | 704.00        | 91.20  | 43.65  | 10.21  | 0.00 | 0.00  | 0.00 | 5.91        | 0.00   | 854.97  |        |
| 3811 NORWOOD, WIL 04/03              | 8.00    | 0.000 | 22.00    | 176.00        | 22.80  | 10.91  | 2.55   | 0.00 | 0.00  | 0.00 | 1.48        | 0.00   | 213.74  |        |
| COST CODE TOTAL                      |         | 40.00 |          | 880.00        | 114.00 | 54.56  | 12.76  | 0.00 | 0.00  | 0.00 | 7.39        | 0.00   | 1068.71 |        |
| COST CODE: 04003 SUPERVISION - BRICK |         |       |          |               |        |        |        |      |       |      |             |        |         |        |
| 1004 DUTTON, ROBE 04/03              | 0.00    | 0.000 | 0.00     | 1307.00       | 0.00   | 71.48  | 16.72  | 0.00 | 0.00  | 0.00 | 10.97       | 0.00   | 1406.17 |        |
| 1004 DUTTON, ROBE 04/03              | 0.00    | 0.000 | 0.00     | 327.00        | 0.00   | 17.88  | 4.18   | 0.00 | 0.00  | 0.00 | 2.74        | 0.00   | 351.80  |        |
| 1010 MCNETT, BREN 04/03              | 0.00    | 0.000 | 0.00     | 1120.00       | 0.00   | 69.16  | 16.17  | 0.00 | 0.00  | 0.00 | 9.40        | 200.00 | 1414.73 |        |
| 1010 MCNETT, BREN 04/03              | 0.00    | 0.000 | 0.00     | 280.00        | 0.00   | 17.29  | 4.04   | 0.00 | 0.00  | 0.00 | 2.35        | 50.00  | 353.68  |        |
| COST CODE TOTAL                      |         | 0.00  |          | 3034.00       | 0.00   | 175.81 | 41.11  | 0.00 | 0.00  | 0.00 | 25.46       | 250.00 | 3526.38 |        |
| COST CODE: 04010 CLEANUP             |         |       |          |               |        |        |        |      |       |      |             |        |         |        |
| 3782 SNEED, WILLI 04/03              | 27.50   | 0.000 | 13.00    | 357.50        | 0.00   | 20.39  | 4.77   | 1.97 | 17.76 | 0.00 | 3.00        | 0.00   | 405.39  |        |
| 3782 SNEED, WILLI 04/03              | 8.00    | 0.000 | 13.00    | 104.00        | 0.00   | 5.93   | 1.39   | 0.57 | 5.17  | 0.00 | 0.87        | 0.00   | 117.93  |        |
| 3943 REEVES, MICH 04/03              | 25.25   | 0.000 | 13.00    | 328.25        | 0.00   | 18.40  | 4.30   | 1.78 | 16.03 | 0.00 | 2.75        | 0.00   | 371.51  |        |
| 3943 REEVES, MICH 04/03              | 4.50    | 0.000 | 13.00    | 58.50         | 0.00   | 3.28   | 0.77   | 0.32 | 2.86  | 0.00 | 0.49        | 0.00   | 66.22   |        |
| COST CODE TOTAL                      |         | 65.25 |          | 848.25        | 0.00   | 48.00  | 11.23  | 4.64 | 41.82 | 0.00 | 7.11        | 0.00   | 961.05  |        |

EXHIBIT

R-44

RUN DATE 02/01/17 07:21:19  
 ADVANCED MASONRY SYSTEMS  
 04/03/16 TO  
 04/03/16

COINS PAYROLL MODULE  
 GROSS PAYROLL REGISTER BY JOB REPORT  
 FROM PAY PERIOD ENDING 04/03/16  
 TO PAY PERIOD ENDING 04/03/16

PAGE 2  
 USER PR SECURITY LEVEL: 9  
 USER EMP SECURITY TYPE: MASTER

JOB: 2014017, BETHUNE COOKMAN UNIVERSITY

| EMPLOYEE                             | HOURS   |        | PAY RATE | GROSS   | FRINGES | FICA 1 | FICA 2 | FUTA | SUTA  | DBL  | COMP & LIAB | REIMBUR | TOTAL   |
|--------------------------------------|---------|--------|----------|---------|---------|--------|--------|------|-------|------|-------------|---------|---------|
|                                      | REGULAR | OT/DT  |          |         |         |        |        |      |       |      |             |         |         |
| COST CODE: 04020 SCAFFOLDING - CMU   |         |        |          |         |         |        |        |      |       |      |             |         |         |
| 3101 FRECHETTE, P 04/03              | 27.00   | 0.000  | 18.00    | 486.00  | 0.00    | 30.13  | 7.05   | 0.00 | 0.00  | 0.00 | 0.00        | 0.00    | 523.18  |
| 3101 FRECHETTE, P 04/03              | 9.00    | 0.000  | 18.00    | 162.00  | 0.00    | 10.04  | 2.35   | 0.00 | 0.00  | 0.00 | 0.00        | 0.00    | 174.39  |
| COST CODE TOTAL                      | 36.00   |        |          | 648.00  |         | 40.17  | 9.40   | 0.00 | 0.00  | 0.00 | 0.00        | 0.00    | 697.57  |
|                                      |         | 0.000  |          |         | 0.00    |        |        |      |       |      |             |         |         |
|                                      |         | 0.000  |          |         |         |        |        |      |       |      |             |         |         |
| COST CODE: 04023 SCAFFOLDING - BRICK |         |        |          |         |         |        |        |      |       |      |             |         |         |
| 1050 REED, GEORGE 04/03              | 0.00    | 15.000 | 18.00    | 405.00  | 42.75   | 25.11  | 5.87   | 0.00 | 0.00  | 0.00 | 2.27        | 0.00    | 481.00  |
| 3623 YARGEAU, PET 04/03              | 27.75   | 0.000  | 17.00    | 471.75  | 0.00    | 29.25  | 6.84   | 0.00 | 0.00  | 0.00 | 3.96        | 0.00    | 511.80  |
| 3623 YARGEAU, PET 04/03              | 5.00    | 0.000  | 17.00    | 85.00   | 0.00    | 5.27   | 1.23   | 0.00 | 0.00  | 0.00 | 0.71        | 0.00    | 92.21   |
| 3678 ANDERSON, RE 04/03              | 32.00   | 0.000  | 15.00    | 480.00  | 0.00    | 29.76  | 6.96   | 0.00 | 0.00  | 0.00 | 4.03        | 64.00   | 584.75  |
| 3678 ANDERSON, RE 04/03              | 8.00    | 2.000  | 15.00    | 165.00  | 0.00    | 10.23  | 2.39   | 0.00 | 0.00  | 0.00 | 1.26        | 20.00   | 198.88  |
| 3703 COX, WILLIAM 04/03              | 8.00    | 5.000  | 14.50    | 224.75  | 0.00    | 13.10  | 3.06   | 0.00 | 0.00  | 0.00 | 1.58        | 0.00    | 242.49  |
| 3759 ADKINS, ANDR 04/03              | 8.00    | 0.000  | 14.00    | 112.00  | 0.00    | 6.94   | 1.62   | 0.59 | 5.29  | 0.00 | 0.94        | 0.00    | 127.38  |
| COST CODE TOTAL                      | 80.75   |        |          | 1943.50 |         | 119.66 | 27.97  | 0.59 | 5.29  | 0.00 | 14.75       | 84.00   | 2238.51 |
|                                      |         | 22.000 |          |         | 42.75   |        |        |      |       |      |             |         |         |
|                                      |         | 0.000  |          |         |         |        |        |      |       |      |             |         |         |
| COST CODE: 04100 BLOCK               |         |        |          |         |         |        |        |      |       |      |             |         |         |
| 3563 MYERS, MATTH 04/03              | 27.00   | 0.000  | 22.00    | 594.00  | 76.95   | 36.83  | 8.61   | 0.00 | 0.00  | 0.00 | 4.98        | 0.00    | 721.37  |
| 3625 ROBERTS, RIC 04/03              | 24.00   | 0.000  | 15.00    | 360.00  | 0.00    | 22.32  | 5.22   | 0.00 | 0.00  | 0.00 | 3.02        | 0.00    | 390.56  |
| 3679 TAYLOR, JOHN 04/03              | 16.00   | 0.000  | 14.50    | 232.00  | 0.00    | 14.38  | 3.16   | 0.00 | 0.00  | 0.00 | 1.95        | 0.00    | 251.69  |
| 3788 SERRA, DAVID 04/03              | 16.00   | 0.000  | 14.50    | 232.00  | 0.00    | 14.38  | 3.16   | 0.00 | 0.00  | 0.00 | 1.95        | 0.00    | 251.69  |
| 3803 MCMAHON, BRI 04/03              | 24.00   | 0.000  | 13.00    | 312.00  | 0.00    | 18.18  | 4.25   | 0.00 | 0.00  | 0.00 | 2.62        | 0.00    | 337.05  |
| 3805 FETZER, BRU 04/03               | 24.00   | 0.000  | 19.00    | 456.00  | 68.40   | 28.27  | 6.61   | 0.00 | 0.00  | 0.00 | 3.83        | 0.00    | 563.11  |
| 3819 TADIELLO, DO 04/03              | 26.00   | 0.000  | 13.00    | 338.00  | 0.00    | 20.96  | 4.90   | 0.00 | 0.00  | 0.00 | 2.84        | 0.00    | 366.70  |
| 3867 PUGH, AARON 04/03               | 8.00    | 0.000  | 13.00    | 104.00  | 0.00    | 5.87   | 1.37   | 0.57 | 5.12  | 0.00 | 0.87        | 0.00    | 117.80  |
| 3905 LHOEBETTER, P 04/03             | 16.00   | 0.000  | 13.00    | 208.00  | 0.00    | 11.75  | 2.75   | 1.14 | 10.23 | 0.00 | 1.75        | 0.00    | 235.62  |
| 3926 MIKULSKI, SC 04/03              | 16.00   | 0.000  | 19.00    | 304.00  | 45.60   | 16.37  | 3.83   | 0.00 | 0.00  | 0.00 | 2.55        | 0.00    | 372.35  |
| 3927 DOTSON, WILL 04/03              | 16.00   | 0.000  | 19.00    | 304.00  | 45.60   | 16.37  | 3.83   | 0.00 | 0.00  | 0.00 | 2.55        | 0.00    | 372.35  |
| COST CODE TOTAL                      | 213.00  |        |          | 3444.00 |         | 208.16 | 48.67  | 1.71 | 15.35 | 0.00 | 28.91       | 0.00    | 3983.35 |
|                                      |         | 0.000  |          |         | 236.55  |        |        |      |       |      |             |         |         |
|                                      |         | 0.000  |          |         |         |        |        |      |       |      |             |         |         |
| COST CODE: 04200 BRICK               |         |        |          |         |         |        |        |      |       |      |             |         |         |
| 1050 REED, GEORGE 04/03              | 34.00   | 0.000  | 18.00    | 612.00  | 96.90   | 37.94  | 8.87   | 0.00 | 0.00  | 0.00 | 5.13        | 0.00    | 760.84  |
| 1050 REED, GEORGE 04/03              | 6.00    | 2.000  | 18.00    | 162.00  | 22.80   | 10.04  | 2.35   | 0.00 | 0.00  | 0.00 | 1.21        | 0.00    | 198.40  |
| 1566 TAPIA, ALVAR 04/03              | 34.50   | 0.000  | 22.00    | 759.00  | 98.34   | 46.47  | 10.87  | 0.00 | 0.00  | 0.00 | 6.37        | 100.00  | 1021.05 |

RUN DATE 02/01/17 07:21:19  
 ADVANCED MASONRY SYSTEMS  
 04/03/16 TO  
 04/03/16

COINS PAYROLL MODULE  
 GROSS PAYROLL REGISTER BY JOB REPORT  
 FROM PAY PERIOD ENDING 04/03/16  
 TO PAY PERIOD ENDING 04/03/16

PAGE 3  
 USER PR SECURITY LEVEL: 9  
 USER EMP SECURITY TYPE: MASTER

JOB: 2014017, BETHUNE COOKMAN UNIVERSITY

| EMPLOYEE |              | HOURS   |       | PAY RATE | GROSS | FRNGES | FICA 1 | FICA 2 | FUTA  | SUTA | EMPLOYER PAID |      | TOTAL |        |        |
|----------|--------------|---------|-------|----------|-------|--------|--------|--------|-------|------|---------------|------|-------|--------|--------|
|          |              | REGULAR | OT/DT |          |       |        |        |        |       |      | DBL           | LIAB |       |        |        |
| 1566     | TAPIA, ALVAR | 04/03   | 5.50  | 17.500   | 22.00 | 698.50 | 65.55  | 42.76  | 10.00 | 0.00 | 0.00          | 0.00 | 4.25  | 25.00  | 846.06 |
| 1932     | LOPEZ, EDUAR | 04/03   | 36.50 | 0.000    | 16.00 | 584.00 | 0.00   | 35.75  | 8.36  | 0.00 | 0.00          | 0.00 | 4.90  | 100.00 | 733.01 |
| 1932     | LOPEZ, EDUAR | 04/03   | 3.50  | 15.500   | 16.00 | 428.00 | 0.00   | 26.20  | 6.13  | 0.00 | 0.00          | 0.00 | 2.55  | 25.00  | 487.88 |
| 2880     | FLORES, CARL | 04/03   | 34.00 | 0.000    | 18.00 | 612.00 | 0.00   | 37.94  | 8.87  | 0.00 | 0.00          | 0.00 | 5.13  | 100.00 | 763.94 |
| 2880     | FLORES, CARL | 04/03   | 6.00  | 13.000   | 18.00 | 459.00 | 0.00   | 28.46  | 6.66  | 0.00 | 0.00          | 0.00 | 2.87  | 25.00  | 521.99 |
| 2967     | BARLOW, JACO | 04/03   | 30.75 | 0.000    | 22.00 | 676.50 | 87.65  | 41.94  | 9.81  | 0.00 | 0.00          | 0.00 | 5.68  | 61.50  | 883.08 |
| 2967     | BARLOW, JACO | 04/03   | 8.00  | 0.000    | 22.00 | 176.00 | 22.80  | 10.91  | 2.55  | 0.00 | 0.00          | 0.00 | 1.48  | 16.00  | 229.74 |
| 2979     | DEGRAUW, ROB | 04/03   | 30.75 | 0.000    | 25.00 | 768.75 | 87.65  | 47.66  | 11.15 | 0.00 | 0.00          | 0.00 | 6.45  | 61.50  | 983.16 |
| 2979     | DEGRAUW, ROB | 04/03   | 8.00  | 0.000    | 25.00 | 200.00 | 22.80  | 12.40  | 2.90  | 0.00 | 0.00          | 0.00 | 1.68  | 16.00  | 255.79 |
| 3371     | JEKOT, MARK  | 04/03   | 24.00 | 0.000    | 22.00 | 528.00 | 68.40  | 32.74  | 7.66  | 0.00 | 0.00          | 0.00 | 4.43  | 0.00   | 641.23 |
| 3371     | JEKOT, MARK  | 04/03   | 10.50 | 0.000    | 22.00 | 231.00 | 29.94  | 14.32  | 3.35  | 0.00 | 0.00          | 0.00 | 1.94  | 0.00   | 280.55 |
| 3426     | GREENLEE, FO | 04/03   | 32.00 | 0.000    | 22.00 | 704.00 | 91.20  | 43.65  | 10.21 | 0.00 | 0.00          | 0.00 | 5.91  | 0.00   | 854.97 |
| 3426     | GREENLEE, FO | 04/03   | 8.00  | 2.500    | 22.00 | 258.50 | 29.94  | 16.03  | 3.75  | 0.00 | 0.00          | 0.00 | 1.94  | 0.00   | 310.16 |
| 3624     | VANLEER, KEN | 04/03   | 32.25 | 0.000    | 18.50 | 596.63 | 0.00   | 36.99  | 8.65  | 0.00 | 0.00          | 0.00 | 5.01  | 0.00   | 647.28 |
| 3624     | VANLEER, KEN | 04/03   | 7.75  | 15.750   | 18.50 | 580.44 | 0.00   | 35.99  | 8.42  | 0.00 | 0.00          | 0.00 | 3.65  | 0.00   | 628.50 |
| 3661     | GENTLE, EDDI | 04/03   | 34.00 | 0.000    | 14.50 | 493.00 | 0.00   | 30.57  | 7.15  | 0.00 | 0.00          | 0.00 | 4.14  | 0.00   | 534.86 |
| 3661     | GENTLE, EDDI | 04/03   | 6.00  | 4.500    | 14.50 | 184.88 | 0.00   | 11.46  | 2.68  | 0.00 | 0.00          | 0.00 | 1.28  | 0.00   | 200.30 |
| 3664     | CLARK, JEREM | 04/03   | 8.00  | 0.000    | 20.00 | 160.00 | 22.80  | 9.92   | 2.32  | 0.00 | 0.00          | 0.00 | 1.34  | 0.00   | 196.38 |
| 3664     | CLARK, JEREM | 04/03   | 24.00 | 0.000    | 20.00 | 480.00 | 68.40  | 29.76  | 6.96  | 0.00 | 0.00          | 0.00 | 4.03  | 0.00   | 589.15 |
| 3674     | GILLIARD, RO | 04/03   | 10.50 | 0.000    | 22.00 | 231.00 | 29.94  | 14.32  | 3.35  | 0.00 | 0.00          | 0.00 | 1.94  | 0.00   | 280.55 |
| 3674     | GILLIARD, RO | 04/03   | 24.00 | 0.000    | 22.00 | 528.00 | 68.40  | 32.74  | 7.66  | 0.00 | 0.00          | 0.00 | 4.43  | 0.00   | 641.23 |
| 3679     | TAYLOR, JOHN | 04/03   | 8.00  | 0.000    | 14.50 | 116.00 | 0.00   | 7.19   | 1.68  | 0.00 | 0.00          | 0.00 | 0.97  | 0.00   | 125.84 |
| 3679     | TAYLOR, JOHN | 04/03   | 8.00  | 0.000    | 14.50 | 116.00 | 0.00   | 7.19   | 1.68  | 0.00 | 0.00          | 0.00 | 0.97  | 0.00   | 125.84 |
| 3692     | GUEVARA, JOS | 04/03   | 32.00 | 0.000    | 19.00 | 608.00 | 91.20  | 37.70  | 8.82  | 0.00 | 0.00          | 0.00 | 5.10  | 0.00   | 750.82 |
| 3692     | GUEVARA, JOS | 04/03   | 8.00  | 2.500    | 19.00 | 223.25 | 29.94  | 13.84  | 3.24  | 0.00 | 0.00          | 0.00 | 1.67  | 0.00   | 271.94 |
| 3703     | COX, WILLIAM | 04/03   | 32.00 | 0.000    | 14.50 | 464.00 | 0.00   | 27.04  | 6.32  | 0.08 | 0.71          | 0.00 | 3.89  | 0.00   | 502.04 |
| 3714     | FENDER, DALT | 04/03   | 16.00 | 0.000    | 14.00 | 224.00 | 0.00   | 13.89  | 3.25  | 0.00 | 0.00          | 0.00 | 1.88  | 0.00   | 243.02 |
| 3741     | OMAHONEY, JE | 04/03   | 32.00 | 0.000    | 22.00 | 704.00 | 91.20  | 43.65  | 10.21 | 0.00 | 0.00          | 0.00 | 5.91  | 0.00   | 854.97 |
| 3741     | OMAHONEY, JE | 04/03   | 8.00  | 2.500    | 22.00 | 258.50 | 29.94  | 16.03  | 3.75  | 0.00 | 0.00          | 0.00 | 1.94  | 0.00   | 310.16 |
| 3746     | HALL, CALVIN | 04/03   | 32.00 | 0.000    | 13.00 | 416.00 | 0.00   | 24.11  | 5.64  | 2.33 | 21.00         | 0.00 | 3.49  | 0.00   | 472.57 |
| 3746     | HALL, CALVIN | 04/03   | 8.00  | 2.500    | 13.00 | 152.75 | 0.00   | 8.85   | 2.07  | 0.86 | 7.71          | 0.00 | 1.15  | 0.00   | 173.39 |
| 3759     | ADKINS, ANDR | 04/03   | 16.00 | 0.000    | 14.00 | 224.00 | 0.00   | 13.89  | 3.25  | 1.34 | 12.10         | 0.00 | 1.88  | 0.00   | 256.46 |
| 3759     | ADKINS, ANDR | 04/03   | 8.00  | 0.000    | 14.00 | 112.00 | 0.00   | 6.94   | 1.62  | 0.00 | 0.00          | 0.00 | 0.94  | 0.00   | 121.50 |
| 3800     | WILLIAMS, CL | 04/03   | 10.50 | 0.000    | 13.00 | 136.50 | 0.00   | 8.46   | 1.98  | 0.00 | 0.00          | 0.00 | 1.15  | 0.00   | 148.09 |
| 3810     | WRENCH, ANDR | 04/03   | 32.00 | 0.000    | 22.00 | 704.00 | 91.20  | 43.65  | 10.21 | 0.00 | 0.00          | 0.00 | 5.91  | 0.00   | 854.97 |
| 3810     | WRENCH, ANDR | 04/03   | 8.00  | 0.000    | 22.00 | 176.00 | 22.80  | 10.91  | 2.55  | 0.00 | 0.00          | 0.00 | 1.48  | 0.00   | 213.74 |
| 3819     | TADIELLO, DO | 04/03   | 8.50  | 0.000    | 13.00 | 110.50 | 0.00   | 6.85   | 1.60  | 0.00 | 0.00          | 0.00 | 0.93  | 0.00   | 129.88 |
| 3819     | TADIELLO, DO | 04/03   | 5.50  | 5.500    | 13.00 | 178.75 | 0.00   | 11.08  | 2.59  | 0.00 | 0.00          | 0.00 | 1.20  | 0.00   | 193.62 |
| 3825     | GREEN, KENNE | 04/03   | 8.00  | 0.000    | 14.50 | 116.00 | 0.00   | 6.39   | 1.50  | 0.62 | 5.57          | 0.00 | 0.97  | 0.00   | 131.05 |
| 3825     | GREEN, KENNE | 04/03   | 8.00  | 0.000    | 14.50 | 116.00 | 0.00   | 6.39   | 1.50  | 0.62 | 5.57          | 0.00 | 0.97  | 0.00   | 131.05 |
| 3892     | DAVIS, SEDRI | 04/03   | 29.50 | 0.000    | 14.00 | 413.00 | 0.00   | 25.61  | 5.99  | 2.48 | 22.30         | 0.00 | 3.47  | 0.00   | 472.85 |
| 3894     | WHITEHEAD, J | 04/03   | 32.00 | 0.000    | 22.00 | 704.00 | 91.20  | 43.65  | 10.21 | 0.00 | 0.00          | 0.00 | 5.91  | 64.00  | 918.97 |
| 3894     | WHITEHEAD, J | 04/03   | 8.00  | 2.500    | 22.00 | 258.50 | 29.94  | 16.03  | 3.75  | 0.00 | 0.00          | 0.00 | 1.94  | 21.00  | 331.16 |



RUN DATE 02/01/17 07:21:19  
 ADVANCED MASONRY SYSTEMS  
 04/03/16 TO  
 04/03/16

COINS PAYROLL MODULE  
 GROSS PAYROLL REGISTER BY JOB REPORT  
 FROM PAY PERIOD ENDING 04/03/16  
 TO PAY PERIOD ENDING 04/03/16

PAGE 4  
 USER PR SECURITY LEVEL: 9  
 USER EMP SECURITY TYPE: MASTHR

JOB: 2014017, BETHUNE COOKMAN UNIVERSITY

| EMPLOYEE                        |                    | --- HOURS --- |        | PAY   | EMPLOYER PAID |         |         |        |       |        |      |             |         |          | TOTAL |
|---------------------------------|--------------------|---------------|--------|-------|---------------|---------|---------|--------|-------|--------|------|-------------|---------|----------|-------|
|                                 |                    | REGULAR       | OT/DT  | RATE  | GROSS         | FRNGES  | FICA 1  | FICA 2 | PUTA  | SUTA   | DBL  | COMP & LIAB | REIMBUR |          |       |
| 3895                            | MOORE, RYAN 04/03  | 24.00         | 0.000  | 20.00 | 480.00        | 68.40   | 29.76   | 6.96   | 2.88  | 25.92  | 0.00 | 4.03        | 0.00    | 617.95   |       |
| 3895                            | MOORE, RYAN 04/03  | 8.00          | 0.000  | 20.00 | 160.00        | 22.80   | 9.92    | 2.32   | 0.96  | 8.64   | 0.00 | 1.34        | 0.00    | 205.98   |       |
| 3896                            | HICKEY, DUST 04/03 | 30.75         | 0.000  | 22.00 | 676.50        | 87.65   | 41.94   | 9.81   | 4.06  | 36.51  | 0.00 | 5.68        | 61.50   | 923.67   |       |
| 3896                            | HICKEY, DUST 04/03 | 8.00          | 0.000  | 22.00 | 176.00        | 22.80   | 10.91   | 2.55   | 1.06  | 9.50   | 0.00 | 1.48        | 16.00   | 240.30   |       |
| 3899                            | HARRIS, MALC 04/03 | 32.00         | 0.000  | 22.00 | 704.00        | 91.20   | 43.65   | 10.21  | 0.00  | 0.00   | 0.00 | 5.91        | 0.00    | 854.97   |       |
| 3899                            | HARRIS, MALC 04/03 | 8.00          | 0.000  | 22.00 | 176.00        | 22.80   | 10.91   | 2.55   | 0.00  | 0.00   | 0.00 | 1.48        | 0.00    | 213.74   |       |
| 3929                            | GILMORE, JIM 04/03 | 32.00         | 0.000  | 22.00 | 704.00        | 182.40  | 43.65   | 10.21  | 0.00  | 0.00   | 0.00 | 5.91        | 0.00    | 946.17   |       |
| 3929                            | GILMORE, JIM 04/03 | 8.00          | 5.000  | 22.00 | 341.00        | 74.10   | 21.14   | 4.94   | 0.00  | 0.00   | 0.00 | 2.40        | 0.00    | 443.50   |       |
| 4014                            | LOPEZ, PEDRO 04/03 | 32.00         | 0.000  | 16.00 | 512.00        | 0.00    | 31.74   | 7.42   | 3.07  | 27.65  | 0.00 | 4.30        | 100.00  | 686.18   |       |
| 4014                            | LOPEZ, PEDRO 04/03 | 8.00          | 0.000  | 16.00 | 128.00        | 0.00    | 7.94    | 1.86   | 0.77  | 6.91   | 0.00 | 1.07        | 25.00   | 171.55   |       |
| 4015                            | HERNANDEZ, P 04/03 | 32.00         | 0.000  | 16.00 | 512.00        | 0.00    | 31.74   | 7.42   | 3.07  | 27.65  | 0.00 | 4.30        | 100.00  | 686.18   |       |
| 4015                            | HERNANDEZ, P 04/03 | 8.00          | 0.000  | 16.00 | 128.00        | 0.00    | 7.94    | 1.86   | 0.77  | 6.91   | 0.00 | 1.07        | 25.00   | 171.55   |       |
| 4016                            | CAMACHO, SAL 04/03 | 32.00         | 0.000  | 22.00 | 704.00        | 91.20   | 43.65   | 10.21  | 2.84  | 25.52  | 0.00 | 5.91        | 100.00  | 983.33   |       |
| 4016                            | CAMACHO, SAL 04/03 | 8.00          | 0.000  | 22.00 | 176.00        | 22.80   | 10.91   | 2.55   | 0.00  | 0.00   | 0.00 | 1.48        | 25.00   | 238.74   |       |
| 4017                            | CAMACHO, RAM 04/03 | 32.00         | 0.000  | 22.00 | 704.00        | 91.20   | 43.65   | 10.21  | 1.93  | 17.39  | 0.00 | 5.91        | 100.00  | 974.29   |       |
| 4017                            | CAMACHO, RAM 04/03 | 8.00          | 0.000  | 22.00 | 176.00        | 22.80   | 10.91   | 2.55   | 0.00  | 0.00   | 0.00 | 1.48        | 25.00   | 238.74   |       |
| 4018                            | CAMACHO, ARM 04/03 | 32.00         | 0.000  | 22.00 | 704.00        | 91.20   | 43.65   | 10.21  | 1.30  | 11.70  | 0.00 | 5.91        | 100.00  | 967.97   |       |
| 4018                            | CAMACHO, ARM 04/03 | 8.00          | 0.000  | 22.00 | 176.00        | 22.80   | 10.91   | 2.55   | 0.00  | 0.00   | 0.00 | 1.48        | 25.00   | 238.74   |       |
| COST CODE TOTAL                 |                    | 1167.25       |        |       | 24980.45      |         | 1541.22 |        | 31.04 |        | 0.00 |             | 1317.50 |          |       |
|                                 |                    |               | 91.250 |       |               | 2305.08 |         | 360.48 |       | 279.28 |      | 202.60      |         | 31017.65 |       |
|                                 |                    |               | 0.000  |       |               |         |         |        |       |        |      |             |         |          |       |
| COST CODE: 04700 PUNCHOUT - CMU |                    |               |        |       |               |         |         |        |       |        |      |             |         |          |       |
| 3563                            | MYERS, MATTH 04/03 | 9.00          | 0.000  | 22.00 | 198.00        | 25.65   | 12.28   | 2.87   | 0.00  | 0.00   | 0.00 | 1.66        | 0.00    | 240.46   |       |
| 3563                            | MYERS, MATTH 04/03 | 4.00          | 17.000 | 22.00 | 88.00         | 59.85   | 40.24   | 9.41   | 0.00  | 0.00   | 0.00 | 3.88        | 0.00    | 762.38   |       |
| 3625                            | ROBERTS, RIC 04/03 | 8.00          | 0.000  | 15.00 | 120.00        | 0.00    | 7.44    | 1.74   | 0.00  | 0.00   | 0.00 | 1.01        | 0.00    | 130.19   |       |
| 3625                            | ROBERTS, RIC 04/03 | 8.00          | 2.500  | 15.00 | 176.25        | 0.00    | 10.93   | 2.56   | 0.00  | 0.00   | 0.00 | 1.32        | 0.00    | 191.06   |       |
| 3676                            | SMITH, APRIL 04/03 | 32.00         | 0.000  | 14.50 | 464.00        | 0.00    | 26.55   | 6.21   | 2.57  | 23.13  | 0.00 | 3.89        | 64.00   | 590.35   |       |
| 3676                            | SMITH, APRIL 04/03 | 5.00          | 0.000  | 14.50 | 72.50         | 0.00    | 4.15    | 0.97   | 0.40  | 3.61   | 0.00 | 0.61        | 10.00   | 92.24    |       |
| 3788                            | SERRA, DAVIC 04/03 | 16.00         | 0.000  | 14.50 | 232.00        | 0.00    | 14.38   | 3.36   | 0.00  | 0.00   | 0.00 | 1.95        | 0.00    | 251.69   |       |
| 3788                            | SERRA, DAVIC 04/03 | 8.00          | 0.000  | 14.50 | 116.00        | 0.00    | 7.19    | 1.68   | 0.00  | 0.00   | 0.00 | 0.97        | 0.00    | 125.84   |       |
| 3800                            | WILLIAMS, CL 04/03 | 23.75         | 0.000  | 13.00 | 308.75        | 0.00    | 19.14   | 4.48   | 0.78  | 6.99   | 0.00 | 2.59        | 0.00    | 342.73   |       |
| 3803                            | MCMANON, BRI 04/03 | 8.00          | 0.000  | 13.00 | 104.00        | 0.00    | 6.06    | 1.42   | 0.00  | 0.00   | 0.00 | 0.87        | 0.00    | 112.15   |       |
| 3803                            | MCMANON, BRI 04/03 | 8.00          | 0.000  | 13.00 | 104.00        | 0.00    | 6.06    | 1.42   | 0.00  | 0.00   | 0.00 | 0.87        | 0.00    | 112.15   |       |
| 3803                            | MCMANON, BRI 04/03 | 0.00          | 5.000  | 13.00 | 97.50         | 0.00    | 5.68    | 1.33   | 0.00  | 0.00   | 0.00 | 0.55        | 0.00    | 105.06   |       |
| 3805                            | FETZGER, BRU 04/03 | 8.00          | 0.000  | 19.00 | 152.00        | 22.80   | 9.42    | 2.20   | 0.00  | 0.00   | 0.00 | 1.28        | 0.00    | 187.70   |       |
| 3805                            | FETZGER, BRU 04/03 | 6.00          | 5.000  | 19.00 | 294.50        | 37.05   | 18.26   | 4.27   | 0.00  | 0.00   | 0.00 | 2.07        | 0.00    | 356.15   |       |
| 3825                            | GREEN, KENNE 04/03 | 7.00          | 0.000  | 14.50 | 101.50        | 0.00    | 5.59    | 1.31   | 0.54  | 4.87   | 0.00 | 0.85        | 0.00    | 114.66   |       |
| 3867                            | PUGH, AARON 04/03  | 16.00         | 0.000  | 13.00 | 208.00        | 0.00    | 11.75   | 2.75   | 1.14  | 10.23  | 0.00 | 1.75        | 0.00    | 235.62   |       |
| 3867                            | PUGH, AARON 04/03  | 8.00          | 0.000  | 13.00 | 104.00        | 0.00    | 5.87    | 1.37   | 0.57  | 5.12   | 0.00 | 0.87        | 0.00    | 117.80   |       |
| 3901                            | STEELE, KYLE 04/03 | 10.00         | 0.000  | 16.50 | 495.00        | 85.50   | 30.69   | 7.18   | 0.00  | 0.00   | 0.00 | 4.15        | 0.00    | 622.52   |       |
| 3901                            | STEELE, KYLE 04/03 | 10.00         | 2.000  | 16.50 | 214.50        | 34.20   | 13.30   | 3.11   | 0.00  | 0.00   | 0.00 | 1.66        | 0.00    | 266.77   |       |

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                                PAGE          5
USER PR SECURITY LEVEL:          9
USER EMP SECURITY TYPE:    MASTER

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| EMPLOYEE        | ----- HOURS ----- |       | PAY RATE | GROSS            | FRINGES | FICA 1   | FICA 2  | EMPLOYER PAID |        | DEB   | EMPLOYEE PAID |         | TOTAL  |         |          |
|-----------------|-------------------|-------|----------|------------------|---------|----------|---------|---------------|--------|-------|---------------|---------|--------|---------|----------|
|                 | REGULAR           | OT/DT |          |                  |         |          |         | PUTA          | SUTA   |       | COMP & LIAB   | REIMBUR |        |         |          |
| 3905            | LEOBETTER, P      | 04/03 | 8.00     | 0.000            | 13.00   | 104.00   | 0.00    | 5.87          | 1.37   | 0.57  | 5.12          | 0.00    | 0.87   | 0.00    | 117.89   |
| 3905            | LEOBETTER, P      | 04/03 | 8.00     | 0.000            | 13.00   | 104.00   | 0.00    | 5.87          | 1.37   | 0.57  | 5.12          | 0.00    | 0.87   | 0.00    | 117.89   |
| 3906            | HORTON, MATH      | 04/03 | 32.00    | 0.000            | 19.00   | 608.00   | 91.20   | 37.70         | 8.82   | 0.00  | 0.00          | 0.00    | 5.10   | 0.00    | 750.82   |
| 3906            | HORTON, MATH      | 04/03 | 8.00     | 5.500            | 19.00   | 294.50   | 37.05   | 18.26         | 4.27   | 0.00  | 0.00          | 0.00    | 2.07   | 0.00    | 356.15   |
| 3926            | MIKULSKI, SC      | 04/03 | 16.00    | 0.000            | 19.00   | 304.00   | 45.60   | 16.37         | 3.83   | 0.00  | 0.00          | 0.00    | 2.55   | 0.00    | 372.35   |
| 3926            | MIKULSKI, SC      | 04/03 | 8.00     | 5.000            | 19.00   | 294.50   | 37.05   | 15.85         | 3.71   | 0.00  | 0.00          | 0.00    | 2.07   | 0.00    | 353.18   |
| 3927            | DOTSON, WILL      | 04/03 | 16.00    | 0.000            | 19.00   | 304.00   | 45.60   | 18.85         | 4.41   | 0.00  | 0.00          | 0.00    | 2.55   | 0.00    | 375.41   |
| 3927            | DOTSON, WILL      | 04/03 | 8.00     | 5.000            | 19.00   | 294.50   | 37.05   | 18.26         | 4.27   | 0.00  | 0.00          | 0.00    | 2.07   | 0.00    | 356.15   |
| COST CODE TOTAL |                   |       | 320.75   |                  |         | 6519.00  |         | 392.01        |        | 7.14  |               | 0.00    |        | 74.00   |          |
|                 |                   |       |          | 46.500<br>0.00D  |         |          | 558.60  |               | 91.69  |       | 64.19         |         | 50.95  |         | 7757.58  |
| JOB TOTAL       |                   |       | 1970.00  |                  |         | 42960.20 |         | 2620.69       |        | 45.12 |               | 0.00    |        | 1866.73 |          |
|                 |                   |       |          | 159.750<br>0.00D |         |          | 3256.98 |               | 612.92 |       | 405.93        |         | 342.73 |         | 52111.30 |
| REPORT TOTAL    |                   |       | 1970.00  |                  |         | 42960.20 |         | 2620.69       |        | 45.12 |               | 0.00    |        | 1866.73 |          |
|                 |                   |       |          | 159.750<br>0.00D |         |          | 3256.98 |               | 612.92 |       | 405.93        |         | 342.73 |         | 52111.30 |

CASE NO. 18-14163

**UNITED STATES COURT OF APPEALS  
FOR THE ELEVENTH CIRCUIT**

ADVANCED MASONRY ASSOCIATES, LLC  
d/b/a Advanced Masonry Services

(Petitioner/Appellant)

vs.

NATIONAL LABOR RELATIONS BOARD

(Respondent/Appellee)

A Petition for Review of an Order of the National Labor Relations Board

N.L.R.B. Case No. 12-CA-221114

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**Tab No: 55**

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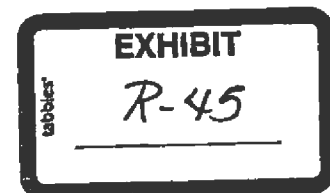
RUN DATE 02/01/17 07:20:37  
 ADVANCED MASONRY SYSTEMS  
 04/10/16 TO  
 04/10/16

COINS PAYROLL MODULE  
 GROSS PAYROLL REGISTER BY JOB REPORT  
 FROM PAY PERIOD ENDING 04/10/16  
 TO PAY PERIOD ENDING 04/10/16

PAGE 1  
 USER PR SECURITY LEVEL: 9  
 USER EMP SECURITY TYPE: MASTER

JOB: 2014017, BETHUNE COOKMAN UNIVERSITY

| EMPLOYEE                             | HOURS   |       | PAY RATE | GROSS   | PRNCES | FICA 1 | FICA 2 | FUTA | SUTA  | EMPLOYER PAID |             |         | TOTAL   |
|--------------------------------------|---------|-------|----------|---------|--------|--------|--------|------|-------|---------------|-------------|---------|---------|
|                                      | REGULAR | OT/DT |          |         |        |        |        |      |       | DBL           | COMP & LIAB | REIMBUR |         |
| COST CODE: 01600 SAFETY/TRAINING HAS |         |       |          |         |        |        |        |      |       |               |             |         |         |
| 3848 BRIGGS, JACK 04/10              | 38.00   | 0.000 | 17.00    | 646.00  | 0.00   | 40.05  | 9.37   | 0.00 | 0.00  | 0.00          | 5.42        | 0.00    | 700.84  |
| COST CODE TOTAL                      | 38.00   | 0.000 |          | 646.00  | 0.00   | 40.05  | 9.37   | 0.00 | 0.00  | 0.00          | 5.42        | 0.00    | 700.84  |
| COST CODE: 01750 MEDICAL COSTS CONC  |         |       |          |         |        |        |        |      |       |               |             |         |         |
| 3811 NORMOOD, WIL 04/10              | 12.25   | 0.000 | 22.00    | 286.00  | 34.91  | 17.73  | 4.15   | 0.00 | 0.00  | 0.00          | 2.40        | 0.00    | 345.19  |
| COST CODE TOTAL                      | 12.25   | 0.000 |          | 286.00  | 34.91  | 17.73  | 4.15   | 0.00 | 0.00  | 0.00          | 2.40        | 0.00    | 345.19  |
| COST CODE: 04003 SUPERVISION - BRICK |         |       |          |         |        |        |        |      |       |               |             |         |         |
| 1004 DUTTON, ROBE 04/10              | 0.00    | 0.000 | 0.00     | 1634.00 | 0.00   | 89.37  | 20.90  | 0.00 | 0.00  | 0.00          | 13.71       | 0.00    | 1757.98 |
| 1010 MCNETT, BREN 04/10              | 0.00    | 0.000 | 0.00     | 1400.00 | 0.00   | 86.45  | 20.22  | 0.00 | 0.00  | 0.00          | 11.75       | 250.00  | 1768.42 |
| COST CODE TOTAL                      | 0.00    | 0.000 |          | 3034.00 | 0.00   | 175.82 | 41.12  | 0.00 | 0.00  | 0.00          | 25.46       | 250.00  | 3526.40 |
| COST CODE: 04010 CLEANUP             |         |       |          |         |        |        |        |      |       |               |             |         |         |
| 3679 TAYLOR, JOHN 04/10              | 24.00   | 0.000 | 14.50    | 348.00  | 0.00   | 21.58  | 5.05   | 0.00 | 0.00  | 0.00          | 2.92        | 0.00    | 377.55  |
| 3782 SNEED, WILLI 04/10              | 40.00   | 0.000 | 13.00    | 520.00  | 0.00   | 29.94  | 7.00   | 2.90 | 26.08 | 0.00          | 4.36        | 0.00    | 590.28  |
| 3943 REEVES, MICH 04/10              | 31.50   | 0.000 | 13.00    | 409.50  | 0.00   | 23.09  | 5.40   | 2.23 | 20.11 | 0.00          | 3.44        | 0.00    | 463.77  |
| COST CODE TOTAL                      | 95.50   | 0.000 |          | 1277.50 | 0.00   | 74.61  | 17.45  | 5.13 | 46.19 | 0.00          | 10.72       | 0.00    | 1431.60 |
| COST CODE: 04020 SCAFFOLDING - CMU   |         |       |          |         |        |        |        |      |       |               |             |         |         |
| 3101 FRECHETTE, P 04/10              | 17.00   | 0.000 | 18.00    | 306.00  | 0.00   | 18.97  | 4.44   | 0.00 | 0.00  | 0.00          | 0.00        | 0.00    | 329.41  |
| COST CODE TOTAL                      | 17.00   | 0.000 |          | 306.00  | 0.00   | 18.97  | 4.44   | 0.00 | 0.00  | 0.00          | 0.00        | 0.00    | 329.41  |
| COST CODE: 04023 SCAFFOLDING - BRICK |         |       |          |         |        |        |        |      |       |               |             |         |         |
| 1050 REED, GEORGE 04/10              | 8.00    | 0.000 | 18.00    | 144.00  | 22.80  | 8.91   | 2.09   | 0.00 | 0.00  | 0.00          | 1.21        | 0.00    | 179.03  |
| 3623 YARDEAU, PET 04/10              | 31.00   | 0.000 | 17.00    | 527.00  | 0.00   | 32.67  | 7.64   | 0.00 | 0.00  | 0.00          | 4.42        | 0.00    | 571.73  |
| 3678 ANDERSON, RE 04/10              | 40.00   | 0.000 | 15.00    | 600.00  | 0.00   | 37.20  | 8.70   | 0.00 | 0.00  | 0.00          | 5.03        | 80.00   | 730.93  |



RUN DATE 02/01/17 07:20:37  
 ADVANCED MASONRY SYSTEMS  
 04/10/16 TD  
 04/10/16

COINS PAYROLL MODULE  
 GROSS PAYROLL REGISTER BY JOB REPORT  
 FROM PAY PERIOD ENDING 04/10/16  
 TO PAY PERIOD ENDING 04/10/16

PAGE 2  
 USER PR SECURITY LEVEL: 9  
 USER EMP SECURITY TYPE: MASTER

JOB: 2014017, BETKUNE COOKMAN UNIVERSITY

| EMPLOYEE                 | HOURS   |       | PAY RATE | EMPLOYER PAID |        |        |        |      |       |      |  | COMP & LIAB |         | TOTAL   |
|--------------------------|---------|-------|----------|---------------|--------|--------|--------|------|-------|------|--|-------------|---------|---------|
|                          | REGULAR | OT/DT |          | GROSS         | PRNGES | FICA 1 | FICA 2 | FUTA | SUTA  | DBL  |  |             | REIMBUR |         |
| 3759 ADKINS, ANDR 04/10  | 40.00   | 0.000 | 14.00    | 560.00        | 0.00   | 34.72  | 8.12   | 0.00 | 0.00  | 0.00 |  | 4.70        | 0.00    | 607.54  |
| COST CODE TOTAL          | 119.00  |       |          | 1831.00       |        | 113.52 |        | 0.00 |       | 0.00 |  |             | 80.00   |         |
|                          |         | 0.000 |          |               | 22.80  |        | 26.55  |      | 0.00  |      |  | 15.36       |         | 2089.23 |
| COST CODE: 04100 BLOCK   |         | 0.000 |          |               |        |        |        |      |       |      |  |             |         |         |
| 3664 CLARK, JEREM 04/10  | 0.00    | 0.000 | 0.00     | 69.00         | 0.00   | 4.28   | 1.00   | 0.00 | 0.00  | 0.00 |  | 0.58        | 0.00    | 74.86   |
| 3714 FENDER, DALI 04/10  | 0.00    | 0.000 | 0.00     | 16.00         | 0.00   | 0.99   | 0.23   | 0.00 | 0.00  | 0.00 |  | 0.13        | 0.00    | 17.35   |
| 3895 MOORE, RYAN 04/10   | 0.00    | 0.000 | 0.00     | 69.00         | 0.00   | 4.28   | 1.00   | 0.41 | 3.73  | 0.00 |  | 0.58        | 0.00    | 79.00   |
| 3906 BORTON, MATH 04/10  | 0.00    | 0.000 | 0.00     | 57.00         | 0.00   | 3.53   | 0.83   | 0.00 | 0.00  | 0.00 |  | 0.48        | 0.00    | 61.84   |
| COST CODE TOTAL          | 0.00    |       |          | 211.00        |        | 13.08  |        | 0.41 |       | 3.73 |  | 1.77        | 0.00    | 233.05  |
|                          |         | 0.000 |          |               | 0.00   |        | 3.06   |      |       |      |  |             |         |         |
| COST CODE: 04200 BRICK   |         | 0.000 |          |               |        |        |        |      |       |      |  |             |         |         |
| 1050 REED, GEORGE 04/10  | 32.00   | 0.000 | 18.00    | 576.00        | 91.20  | 35.71  | 8.35   | 0.00 | 0.00  | 0.00 |  | 4.83        | 0.00    | 716.09  |
| 1566 TAPIA, ALVAR 04/10  | 40.00   | 2.500 | 22.00    | 962.50        | 121.14 | 58.54  | 13.69  | 0.00 | 0.00  | 0.00 |  | 7.84        | 125.00  | 1288.71 |
| 1932 LOPEZ, EDUAR 04/10  | 40.00   | 1.500 | 16.00    | 676.00        | 0.00   | 41.11  | 9.62   | 0.00 | 0.00  | 0.00 |  | 5.57        | 125.00  | 857.30  |
| 2880 FLORES, CARL 04/10  | 40.00   | 1.500 | 18.00    | 760.50        | 0.00   | 47.15  | 11.03  | 0.00 | 0.00  | 0.00 |  | 6.27        | 125.00  | 949.95  |
| 3371 JEKOT, MARK 04/10   | 40.00   | 0.000 | 22.00    | 880.00        | 114.00 | 54.56  | 12.76  | 0.00 | 0.00  | 0.00 |  | 7.38        | 0.00    | 1068.70 |
| 3624 VANLEER, KEN 04/10  | 39.75   | 0.000 | 18.50    | 735.38        | 0.00   | 45.59  | 10.66  | 0.00 | 0.00  | 0.00 |  | 6.17        | 0.00    | 797.80  |
| 3625 ROBERTS, RIC 04/10  | 40.00   | 0.000 | 15.00    | 600.00        | 0.00   | 37.20  | 8.70   | 0.00 | 0.00  | 0.00 |  | 5.03        | 0.00    | 650.93  |
| 3664 CLARK, JEREM 04/10  | 8.00    | 0.000 | 22.00    | 176.00        | 22.80  | 10.91  | 2.55   | 0.00 | 0.00  | 0.00 |  | 1.48        | 0.00    | 213.74  |
| 3674 GILLIARD, RO 04/10  | 40.00   | 0.000 | 22.00    | 880.00        | 114.00 | 54.56  | 12.76  | 0.00 | 0.00  | 0.00 |  | 7.38        | 0.00    | 1068.70 |
| 3679 TAYLOR, JOHN 04/10  | 16.00   | 0.000 | 14.50    | 232.00        | 0.00   | 14.38  | 3.36   | 0.00 | 0.00  | 0.00 |  | 1.95        | 0.00    | 251.69  |
| 3741 OMARONEY, JE 04/10  | 40.00   | 0.000 | 22.00    | 880.00        | 114.00 | 54.56  | 12.76  | 0.00 | 0.00  | 0.00 |  | 7.38        | 0.00    | 1068.70 |
| 3746 HALL, CALVIN 04/10  | 40.00   | 0.000 | 13.00    | 520.00        | 0.00   | 29.94  | 7.00   | 2.90 | 26.08 | 0.00 |  | 4.36        | 0.00    | 590.28  |
| 3800 WILLIAMS, CL 04/10  | 40.00   | 0.000 | 13.00    | 520.00        | 0.00   | 32.24  | 7.54   | 0.00 | 0.00  | 0.00 |  | 4.36        | 0.00    | 564.14  |
| 3803 MCMAHON, BRI 04/10  | 16.00   | 0.000 | 13.00    | 208.00        | 0.00   | 11.98  | 2.80   | 0.00 | 0.00  | 0.00 |  | 1.75        | 0.00    | 224.53  |
| 3810 WRENCH, ANDR 04/10  | 40.00   | 0.000 | 22.00    | 880.00        | 114.00 | 54.56  | 12.76  | 0.00 | 0.00  | 0.00 |  | 7.38        | 0.00    | 1068.70 |
| 3819 TADIBELLO, DO 04/10 | 40.00   | 2.000 | 13.00    | 559.00        | 0.00   | 34.66  | 8.11   | 0.00 | 0.00  | 0.00 |  | 4.58        | 0.00    | 606.35  |
| 3892 DAVIS, SEDRI 04/10  | 40.00   | 0.000 | 14.00    | 560.00        | 0.00   | 34.72  | 8.12   | 3.36 | 30.24 | 0.00 |  | 4.70        | 0.00    | 641.14  |
| 3894 WHITEHEAD, J 04/10  | 32.00   | 0.000 | 22.00    | 704.00        | 91.20  | 43.65  | 10.21  | 0.00 | 0.00  | 0.00 |  | 5.91        | 64.00   | 918.97  |
| 3899 HARRIS, MALC 04/10  | 24.00   | 0.000 | 22.00    | 520.00        | 68.40  | 32.74  | 7.66   | 0.00 | 0.00  | 0.00 |  | 4.43        | 0.00    | 641.23  |
| 3901 STERLE, KYLE 04/10  | 6.00    | 2.000 | 16.50    | 148.50        | 22.80  | 9.21   | 2.15   | 0.00 | 0.00  | 0.00 |  | 1.11        | 0.00    | 183.77  |
| 3929 GILMORE, JIM 04/10  | 40.00   | 0.000 | 22.00    | 880.00        | 114.00 | 54.56  | 12.76  | 0.00 | 0.00  | 0.00 |  | 7.38        | 0.00    | 1182.70 |
| 4014 LOPEZ, PEDRO 04/10  | 24.00   | 0.000 | 15.00    | 360.00        | 0.00   | 23.81  | 5.57   | 2.30 | 20.74 | 0.00 |  | 3.22        | 75.00   | 514.64  |
| 4015 HERNANDEZ, P 04/10  | 24.00   | 0.000 | 16.00    | 384.00        | 0.00   | 23.81  | 5.57   | 2.30 | 20.74 | 0.00 |  | 3.22        | 75.00   | 514.64  |
| 4016 CAMACHO, SAL 04/10  | 24.00   | 0.000 | 22.00    | 528.00        | 68.40  | 32.74  | 7.66   | 0.00 | 0.00  | 0.00 |  | 4.43        | 75.00   | 716.23  |
| 4017 CAMACHO, RAM 04/10  | 24.00   | 0.000 | 22.00    | 528.00        | 68.40  | 32.74  | 7.66   | 0.00 | 0.00  | 0.00 |  | 4.43        | 75.00   | 716.23  |
| 4018 CAMACHO, ARM 04/10  | 24.00   | 0.000 | 22.00    | 528.00        | 68.40  | 32.74  | 7.66   | 0.00 | 0.00  | 0.00 |  | 4.43        | 75.00   | 716.23  |

| EMPLOYEE                | ----- HOURS -----   | PAY   |       |          |         |         |        |       |       |      | COMP & |         |          |  |
|-------------------------|---------------------|-------|-------|----------|---------|---------|--------|-------|-------|------|--------|---------|----------|--|
|                         | REGULAR             | OT/DT | RATE  | GROSS    | FRNGES  | FICA 1  | FICA 2 | FUTA  | SUTA  | DBL  | LIAB   | PRIMHUR | TOTAL    |  |
| COST CODE TOTAL         | 813.75              |       |       | 15217.88 |         | 938.37  |        | 10.86 |       | 0.00 |        | 814.00  |          |  |
|                         |                     | 9.500 |       |          | 1306.74 |         | 219.47 |       | 97.80 |      | 126.97 |         | 18732.09 |  |
|                         |                     | 0.00D |       |          |         |         |        |       |       |      |        |         |          |  |
| COST CODE: 04300        | ARCHITECTURAL BLOCK |       |       |          |         |         |        |       |       |      |        |         |          |  |
| 1010 MCNETT, BREN 04/10 | 0.00                | 0.000 | 0.00  | 0.00     | 0.00    | 0.00    | 0.00   | 0.00  | 0.00  | 0.00 | 0.00   | 262.95  | 262.95   |  |
| COST CODE TOTAL         | 0.00                |       |       | 0.00     |         | 0.00    |        | 0.00  |       | 0.00 |        | 262.95  |          |  |
|                         |                     | 0.000 |       |          | 0.00    |         | 0.00   |       | 0.00  |      | 0.00   |         | 262.95   |  |
|                         |                     | 0.00D |       |          |         |         |        |       |       |      |        |         |          |  |
| COST CODE: 04700        | PUNCHOUT - CMU      |       |       |          |         |         |        |       |       |      |        |         |          |  |
| 1242 HUTCHISON, I 04/10 | 34.00               | 0.000 | 18.00 | 612.00   | 0.00    | 27.15   | 6.35   | 2.63  | 23.65 | 0.00 | 5.13   | 68.00   | 744.91   |  |
| 1563 MYERS, MATTH 04/10 | 40.00               | 4.900 | 22.00 | 1012.00  | 125.40  | 62.74   | 24.67  | 0.00  | 0.00  | 0.00 | 8.12   | 0.00    | 1222.93  |  |
| 1661 GENTLE, EDDI 04/10 | 40.00               | 0.000 | 14.50 | 580.00   | 0.00    | 35.96   | 8.41   | 0.00  | 0.00  | 0.00 | 4.87   | 0.00    | 629.24   |  |
| 1676 SMITH, APRIL 04/10 | 21.25               | 0.000 | 14.50 | 308.13   | 0.00    | 16.54   | 3.87   | 0.96  | 8.62  | 0.00 | 2.59   | 42.50   | 383.21   |  |
| 1703 COX, WILLIAM 04/10 | 21.25               | 0.000 | 14.50 | 308.13   | 0.00    | 16.54   | 3.87   | 0.00  | 0.00  | 0.00 | 2.59   | 0.00    | 331.13   |  |
| 1799 SERRA, DAVID 04/10 | 40.00               | 0.000 | 14.50 | 580.00   | 0.00    | 35.96   | 8.41   | 0.00  | 0.00  | 0.00 | 4.87   | 0.00    | 629.24   |  |
| 1803 MCMAHON, BRI 04/10 | 24.00               | 0.000 | 13.00 | 312.00   | 0.00    | 17.97   | 4.20   | 0.00  | 0.00  | 0.00 | 2.62   | 0.00    | 336.79   |  |
| 1805 PETEZER, BRU 04/10 | 40.00               | 0.000 | 19.00 | 760.00   | 114.00  | 47.12   | 11.02  | 0.00  | 0.00  | 0.00 | 6.38   | 0.00    | 938.52   |  |
| 1811 NORWOOD, WIL 04/10 | 14.25               | 0.000 | 22.00 | 313.50   | 40.61   | 19.44   | 4.55   | 0.00  | 0.00  | 0.00 | 2.63   | 0.00    | 380.73   |  |
| 1825 GREEN, KENNE 04/10 | 23.75               | 0.000 | 14.50 | 344.38   | 0.00    | 19.05   | 4.46   | 1.13  | 10.17 | 0.00 | 2.89   | 0.00    | 362.08   |  |
| 1867 FUCH, NARON 04/10  | 37.00               | 0.000 | 13.00 | 416.00   | 0.00    | 23.49   | 5.49   | 2.27  | 20.46 | 0.00 | 3.49   | 0.00    | 471.20   |  |
| 1901 STEELE, KYLE 04/10 | 34.00               | 0.000 | 16.50 | 561.00   | 96.90   | 34.78   | 8.11   | 0.00  | 0.00  | 0.00 | 4.71   | 0.00    | 705.52   |  |
| 1905 LEDBETTER, P 04/10 | 40.00               | 0.000 | 13.00 | 520.00   | 0.00    | 29.94   | 7.00   | 2.90  | 26.08 | 0.00 | 4.36   | 0.00    | 590.28   |  |
| 1906 HORTON, MATH 04/10 | 40.00               | 1.000 | 19.00 | 788.50   | 116.85  | 48.89   | 11.43  | 0.00  | 0.00  | 0.00 | 6.54   | 0.00    | 972.21   |  |
| 1926 MIKULSKI, SC 04/10 | 40.00               | 0.000 | 19.00 | 760.00   | 114.00  | 39.75   | 9.30   | 0.00  | 0.00  | 0.00 | 6.38   | 0.00    | 929.43   |  |
| 1927 DOTSON, WILL 04/10 | 40.00               | 0.000 | 19.00 | 760.00   | 114.00  | 47.12   | 11.02  | 0.00  | 0.00  | 0.00 | 6.38   | 0.00    | 938.52   |  |
| COST CODE TOTAL         | 524.50              |       |       | 8935.64  |         | 522.44  |        | 9.89  |       | 0.00 |        | 110.50  |          |  |
|                         |                     | 5.000 |       |          | 721.76  |         | 122.18 |       | 88.98 |      | 74.55  |         | 10585.94 |  |
|                         |                     | 0.00D |       |          |         |         |        |       |       |      |        |         |          |  |
| JOB TOTAL               | 1620.00             |       |       | 31745.02 |         | 1914.59 |        | 26.29 |       | 0.00 |        |         |          |  |



CASE NO. 18-14163

**UNITED STATES COURT OF APPEALS  
FOR THE ELEVENTH CIRCUIT**

ADVANCED MASONRY ASSOCIATES, LLC  
d/b/a Advanced Masonry Services

(Petitioner/Appellant)

vs.

NATIONAL LABOR RELATIONS BOARD

(Respondent/Appellee)

A Petition for Review of an Order of the National Labor Relations Board

N.L.R.B. Case No. 12-CA-221114

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**Tab No: 56**

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RUN DATE 02/01/17 07:19:58  
 ADVANCED MASONRY SYSTEMS  
 04/17/16 TO  
 04/17/16

COINS PAYROLL MODULE  
 GROSS PAYROLL REGISTER BY JOB REPORT  
 FROM PAY PERIOD ENDING 04/17/16  
 TO PAY PERIOD ENDING 04/17/16

PAGE 1  
 USER PR SECURITY LEVEL: 9  
 USER EMP SECURITY TYPE: MASTER

JOB: 2014017, BETHUNE COOKMAN UNIVERSITY

| EMPLOYEE                             | HOURS   |       | PAY RATE | GROSS   | FRINGES | FICA 1 | FICA 2 | FUTA | SUTA | EMPLOYER PAID |             |         | TOTAL   |
|--------------------------------------|---------|-------|----------|---------|---------|--------|--------|------|------|---------------|-------------|---------|---------|
|                                      | REGULAR | OT/DT |          |         |         |        |        |      |      | DBL           | COMP & LIAB | REIMBUR |         |
| COST CODE: 04003 SUPERVISION - BRICK |         |       |          |         |         |        |        |      |      |               |             |         |         |
| 1004 BUTTON, ROBE 04/17              | 0.00    | 0.000 | 0.00     | 1614.00 | 0.00    | 89.37  | 20.90  | 0.00 | 0.00 | 0.00          | 13.71       | 0.00    | 1757.98 |
| 1010 MCNETT, BREN 04/17              | 0.00    | 0.000 | 0.00     | 560.00  | 0.00    | 34.58  | 8.09   | 0.00 | 0.00 | 0.00          | 4.70        | 150.00  | 757.37  |
| COST CODE TOTAL                      |         | 0.00  |          | 2194.00 | 0.00    | 123.95 | 28.99  | 0.00 | 0.00 | 0.00          | 18.41       | 150.00  | 2515.35 |
| COST CODE: 04020 SCAFFOLDING - CMU   |         |       |          |         |         |        |        |      |      |               |             |         |         |
| 1050 REED, GEORGE 04/17              | 8.00    | 0.000 | 18.00    | 144.00  | 22.80   | 8.93   | 2.09   | 0.00 | 0.00 | 0.00          | 1.21        | 0.00    | 179.03  |
| 3101 FRECHETTE, P 04/17              | 18.00   | 0.000 | 18.00    | 324.00  | 0.00    | 20.09  | 4.70   | 0.00 | 0.00 | 0.00          | 0.00        | 0.00    | 348.79  |
| COST CODE TOTAL                      |         | 26.00 |          | 468.00  | 22.80   | 29.02  | 6.79   | 0.00 | 0.00 | 0.00          | 1.21        | 0.00    | 527.82  |
| COST CODE: 04023 SCAFFOLDING - BRICK |         |       |          |         |         |        |        |      |      |               |             |         |         |
| 1932 LOPEZ, EDUAR 04/17              | 8.00    | 0.000 | 16.00    | 128.00  | 0.00    | 7.78   | 1.82   | 0.00 | 0.00 | 0.00          | 1.07        | 125.00  | 263.67  |
| 2880 FLORES, CARL 04/17              | 8.00    | 0.000 | 18.00    | 144.00  | 0.00    | 8.93   | 2.09   | 0.00 | 0.00 | 0.00          | 1.21        | 125.00  | 281.23  |
| 3624 VANLEER, KEN 04/17              | 15.75   | 0.000 | 18.50    | 291.38  | 0.00    | 18.07  | 4.23   | 0.00 | 0.00 | 0.00          | 2.44        | 0.00    | 316.12  |
| 3819 TADIELLO, BO 04/17              | 16.00   | 0.000 | 13.00    | 208.00  | 0.00    | 12.90  | 3.02   | 0.00 | 0.00 | 0.00          | 1.75        | 0.00    | 225.67  |
| COST CODE TOTAL                      |         | 47.75 |          | 771.38  | 0.00    | 47.68  | 11.16  | 0.00 | 0.00 | 0.00          | 6.47        | 250.00  | 1086.69 |
| COST CODE: 04100 BLOCK               |         |       |          |         |         |        |        |      |      |               |             |         |         |
| 3811 NORWOOD, WIL 04/17              | 8.00    | 0.000 | 22.00    | 176.00  | 22.80   | 10.91  | 2.55   | 0.00 | 0.00 | 0.00          | 1.48        | 0.00    | 213.74  |
| COST CODE TOTAL                      |         | 8.00  |          | 176.00  | 22.80   | 10.91  | 2.55   | 0.00 | 0.00 | 0.00          | 1.48        | 0.00    | 213.74  |
| COST CODE: 04700 PUNCHOUT - CMU      |         |       |          |         |         |        |        |      |      |               |             |         |         |
| 1050 REED, GEORGE 04/17              | 32.00   | 0.000 | 18.00    | 576.00  | 91.20   | 35.71  | 8.35   | 0.00 | 0.00 | 0.00          | 4.83        | 0.00    | 716.09  |
| 1566 TAPIA, ALVAR 04/17              | 24.00   | 0.000 | 22.00    | 528.00  | 68.40   | 32.06  | 7.50   | 0.00 | 0.00 | 0.00          | 4.43        | 0.00    | 640.39  |
| 1932 LOPEZ, EDUAR 04/17              | 32.00   | 0.000 | 16.00    | 512.00  | 0.00    | 31.11  | 7.27   | 0.00 | 0.00 | 0.00          | 4.30        | 0.00    | 554.68  |
| 2880 FLORES, CARL 04/17              | 32.00   | 0.000 | 18.00    | 576.00  | 0.00    | 35.71  | 8.35   | 0.00 | 0.00 | 0.00          | 4.83        | 0.00    | 624.89  |
| 3563 MYERS, MATTH 04/17              | 40.00   | 2.000 | 22.00    | 946.00  | 119.70  | 58.65  | 13.72  | 0.00 | 0.00 | 0.00          | 7.75        | 0.00    | 1145.82 |
| 3624 VANLEER, KEN 04/17              | 22.50   | 0.000 | 18.50    | 416.25  | 0.00    | 25.81  | 6.04   | 0.00 | 0.00 | 0.00          | 3.49        | 0.00    | 451.59  |
| 3803 MCMAHON, BRI 04/17              | 40.00   | 0.000 | 13.00    | 520.00  | 0.00    | 29.94  | 7.00   | 0.00 | 0.00 | 0.00          | 4.36        | 0.00    | 561.30  |
| 3811 NORWOOD, WIL 04/17              | 14.00   | 0.000 | 22.00    | 308.00  | 39.90   | 19.10  | 4.47   | 0.00 | 0.00 | 0.00          | 2.58        | 0.00    | 374.05  |

EXHIBIT

tabbles

R-46

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                                PAGE          2
USER PR SECURITY LEVEL:          9
USER EMP SECURITY TYPE:  MASTER

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| EMPLOYEE                          |              | REGULAR | HOURS<br>OT/DT | PAY<br>RATE | GROSS | FNCES    | FICA 1 | FICA 2 | FUTA   | SUTA | DBL  | COMP &<br>LIAB | REIMBUR | TOTAL    |
|-----------------------------------|--------------|---------|----------------|-------------|-------|----------|--------|--------|--------|------|------|----------------|---------|----------|
| 3819                              | TADIELLO, DO | 04/17   | 24.00          | 0.000       | 11.00 | 312.00   | 0.00   | 19.34  | 4.52   | 0.00 | 0.00 | 2.62           | 0.00    | 338.48   |
| 3901                              | STEELE, KYLE | 04/17   | 34.00          | 0.000       | 16.50 | 561.00   | 96.90  | 34.78  | 8.13   | 0.00 | 0.00 | 4.71           | 0.00    | 705.52   |
| 3906                              | HORTON, MATH | 04/17   | 40.00          | 0.000       | 19.00 | 760.00   | 114.00 | 47.12  | 11.02  | 0.00 | 0.00 | 6.38           | 0.00    | 938.52   |
| 3926                              | MIKULSKI, SC | 04/17   | 40.00          | 0.000       | 19.00 | 760.00   | 114.00 | 39.75  | 9.30   | 0.00 | 0.00 | 6.38           | 0.00    | 929.43   |
| <b>COST CODE TOTAL</b>            |              |         | 174.00         |             |       | 6775.25  |        | 409.08 |        | 0.00 |      | 0.00           |         |          |
|                                   |              |         |                | 2.000       |       |          | 644.10 |        | 95.67  |      | 0.00 |                | 56.66   | 7900.76  |
| COST CODE: 04703 PUNCHOUT - BRICK |              |         |                |             |       |          |        |        |        |      |      |                |         |          |
| 1566                              | TAPIA, ALVAR | 04/17   | 16.00          | 0.000       | 22.00 | 352.00   | 45.60  | 21.37  | 5.00   | 0.00 | 0.00 | 2.95           | 125.00  | 551.92   |
| <b>COST CODE TOTAL</b>            |              |         | 16.00          |             |       | 352.00   |        | 21.37  |        | 0.00 |      | 0.00           | 125.00  |          |
|                                   |              |         |                | 0.000       |       |          | 45.60  |        | 5.00   |      | 0.00 |                | 2.95    | 551.92   |
| <b>JOB TOTAL</b>                  |              |         | 472.25         |             |       | 10736.63 |        | 642.01 |        | 0.00 |      | 0.00           | 525.00  |          |
|                                   |              |         |                | 2.000       |       |          | 735.30 |        | 150.16 |      | 0.00 |                | 87.18   | 12876.28 |
| <b>REPORT TOTAL</b>               |              |         | 472.25         |             |       | 10736.63 |        | 642.01 |        | 0.00 |      | 0.00           | 525.00  |          |
|                                   |              |         |                | 2.000       |       |          | 735.30 |        | 150.16 |      | 0.00 |                | 87.18   | 12876.28 |



CASE NO. 18-14163

**UNITED STATES COURT OF APPEALS  
FOR THE ELEVENTH CIRCUIT**

ADVANCED MASONRY ASSOCIATES, LLC  
d/b/a Advanced Masonry Services

(Petitioner/Appellant)

vs.

NATIONAL LABOR RELATIONS BOARD

(Respondent/Appellee)

A Petition for Review of an Order of the National Labor Relations Board

N.L.R.B. Case No. 12-CA-221114

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**Tab No: 57**

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RUN DATE 02/01/17 07:19:22  
 ADVANCED MASONRY SYSTEMS  
 04/24/16 TO  
 04/24/16

COINS PAYROLL MODULE  
 GROSS PAYROLL REGISTER BY JOB REPORT  
 FROM PAY PERIOD ENDING 04/24/16  
 TO PAY PERIOD ENDING 04/24/16

PAGE 1  
 USER PR SECURITY LEVEL: 9  
 USER EMP SECURITY TYPE: MASTER

JOB: 2014017, BETHUNE COOKMAN UNIVERSITY

| EMPLOYEE                             |              |       | HOURS   |       | PAY RATE | EMPLOYER PAID |         |        |        |      |      |      |             |         | TOTAL   |
|--------------------------------------|--------------|-------|---------|-------|----------|---------------|---------|--------|--------|------|------|------|-------------|---------|---------|
|                                      |              |       | REGULAR | OT/DT |          | GROSS         | FRINGES | PICA 1 | PICA 2 | FUTA | SUTA | DBL  | COMP & LIAB | REIMBUR |         |
| COST CODE: 01300 TRAVEL/LODGING MAS  |              |       |         |       |          |               |         |        |        |      |      |      |             |         |         |
| 1010                                 | MCNETT, BREM | 04/24 | 0.00    | 0.000 | 0.00     | 0.00          | 0.00    | 0.00   | 0.00   | 0.00 | 0.00 | 0.00 | 144.06      | 144.06  |         |
| COST CODE TOTAL                      |              |       | 0.00    |       |          | 0.00          |         | 0.00   | 0.00   | 0.00 | 0.00 |      | 144.06      | 144.06  |         |
|                                      |              |       |         | 0.000 |          |               | 0.00    |        | 0.00   |      |      | 0.00 |             |         |         |
| COST CODE: 01700 MEDICAL COSTS MAS   |              |       |         |       |          |               |         |        |        |      |      |      |             |         |         |
| 3811                                 | NORMOOD, WIL | 04/24 | 18.00   | 0.000 | 22.00    | 396.00        | 51.30   | 24.55  | 5.74   | 0.00 | 0.00 | 0.00 | 3.32        | 0.00    | 480.91  |
| COST CODE TOTAL                      |              |       | 18.00   |       |          | 396.00        |         | 24.55  | 5.74   | 0.00 |      | 0.00 | 3.32        | 0.00    | 480.91  |
|                                      |              |       |         | 0.000 |          |               | 51.30   |        | 5.74   |      | 0.00 |      | 3.32        |         | 480.91  |
| COST CODE: 04000 SUPERVISION - CMU   |              |       |         |       |          |               |         |        |        |      |      |      |             |         |         |
| 1004                                 | DUTTON, ROBE | 04/24 | 0.00    | 0.000 | 0.00     | 980.40        | 0.00    | 53.62  | 12.54  | 0.00 | 0.00 | 0.00 | 8.23        | 0.00    | 1054.79 |
| COST CODE TOTAL                      |              |       | 0.00    |       |          | 980.40        |         | 53.62  | 12.54  | 0.00 |      | 0.00 | 8.23        | 0.00    | 1054.79 |
|                                      |              |       |         | 0.000 |          |               | 0.00    |        | 12.54  |      | 0.00 |      | 8.23        |         | 1054.79 |
| COST CODE: 04003 SUPERVISION - BRICK |              |       |         |       |          |               |         |        |        |      |      |      |             |         |         |
| 1004                                 | DUTTON, ROBE | 04/24 | 0.00    | 0.000 | 0.00     | 653.60        | 0.00    | 35.75  | 8.36   | 0.00 | 0.00 | 0.00 | 5.48        | 0.00    | 703.19  |
| COST CODE TOTAL                      |              |       | 0.00    |       |          | 653.60        |         | 35.75  | 8.36   | 0.00 |      | 0.00 | 5.48        | 0.00    | 703.19  |
|                                      |              |       |         | 0.000 |          |               | 0.00    |        | 8.36   |      | 0.00 |      | 5.48        |         | 703.19  |
| COST CODE: 04020 SCAFFOLDING - CMU   |              |       |         |       |          |               |         |        |        |      |      |      |             |         |         |
| 3101                                 | FRECHETTE, P | 04/24 | 15.00   | 0.000 | 18.00    | 270.00        | 0.00    | 16.74  | 3.92   | 0.00 | 0.00 | 0.00 | 0.00        | 0.00    | 290.66  |
| COST CODE TOTAL                      |              |       | 15.00   |       |          | 270.00        |         | 16.74  | 3.92   | 0.00 |      | 0.00 | 0.00        | 0.00    | 290.66  |
|                                      |              |       |         | 0.000 |          |               | 0.00    |        | 3.92   |      | 0.00 |      | 0.00        |         | 290.66  |
| COST CODE: 04200 BRICK               |              |       |         |       |          |               |         |        |        |      |      |      |             |         |         |
| 3825                                 | GREEN, KENNE | 04/24 | 8.00    | 0.000 | 14.50    | 116.00        | 0.00    | 7.19   | 1.68   | 0.00 | 0.00 | 0.00 | 0.97        | 0.00    | 125.84  |
| COST CODE TOTAL                      |              |       | 8.00    |       |          | 116.00        |         | 7.19   | 1.68   | 0.00 |      | 0.00 | 0.97        | 0.00    | 125.84  |
|                                      |              |       |         | 0.000 |          |               | 0.00    |        | 1.68   |      | 0.00 |      | 0.97        |         | 125.84  |
| COST CODE: 04700 PUNCHOUT - CMU      |              |       |         |       |          |               |         |        |        |      |      |      |             |         |         |
| 1556                                 | TAPIA, ALVAR | 04/24 | 24.00   | 0.000 | 22.00    | 528.00        | 68.40   | 32.06  | 7.50   | 0.00 | 0.00 | 0.00 | 4.43        | 0.00    | 640.39  |

EXHIBIT

R-47

RUN DATE 02/01/17 07:19:22  
 ADVANCED MASONRY SYSTEMS  
 04/24/16 TO  
 04/24/16

COINS PAYROLL MODULE  
 GROSS PAYROLL REGISTER BY JOB REPORT  
 FROM PAY PERIOD ENDING 04/24/16  
 TO PAY PERIOD ENDING 04/24/16

PAGE 2  
 USER PR SECURITY LEVEL: 9  
 USER EMP SECURITY TYPE: MASTER

JOB: 2014017, BETHUNE COOKMAN UNIVERSITY

| EMPLOYEE                          |                    | HOURS   |       | PAY   | EMPLOYER PAID |        |        |        |      |      |      |             |         |          | TOTAL |
|-----------------------------------|--------------------|---------|-------|-------|---------------|--------|--------|--------|------|------|------|-------------|---------|----------|-------|
|                                   |                    | REGULAR | OT/DT | RATE  | GROSS         | FRNGSS | PICA 1 | PICA 2 | PUTA | SUTA | DBL  | COMP & LIAB | REIMBUR |          |       |
| 1932                              | LOPEZ, EDUAR 04/24 | 24.00   | 0.000 | 16.00 | 384.00        | 0.00   | 23.33  | 5.46   | 0.00 | 0.00 | 0.00 | 1.22        | 125.00  | 541.01   |       |
| 2880                              | FLORES, CARL 04/24 | 24.00   | 0.000 | 18.00 | 432.00        | 0.00   | 26.78  | 6.26   | 0.00 | 0.00 | 0.00 | 3.62        | 125.00  | 593.66   |       |
| 3563                              | MYERS, MATTH 04/24 | 24.00   | 0.000 | 22.00 | 528.00        | 68.40  | 32.74  | 7.66   | 0.00 | 0.00 | 0.00 | 4.43        | 0.00    | 641.23   |       |
| 3624                              | VANLEER, KEN 04/24 | 8.00    | 0.000 | 18.50 | 148.00        | 0.00   | 9.18   | 2.15   | 0.00 | 0.00 | 0.00 | 1.24        | 0.00    | 160.57   |       |
| 3803                              | MCMAHON, BRI 04/24 | 24.00   | 0.000 | 13.00 | 312.00        | 0.00   | 17.93  | 4.19   | 0.00 | 0.00 | 0.00 | 2.62        | 0.00    | 336.74   |       |
| 3811                              | NORWOOD, WIL 04/24 | 6.00    | 0.000 | 22.00 | 132.00        | 17.10  | 8.18   | 1.91   | 0.00 | 0.00 | 0.00 | 1.11        | 0.00    | 160.30   |       |
| 3819                              | TADIELLO, DO 04/24 | 8.00    | 0.000 | 13.00 | 104.00        | 0.00   | 6.45   | 1.51   | 0.00 | 0.00 | 0.00 | 0.87        | 0.00    | 112.83   |       |
| 3901                              | STEELE, KYLE 04/24 | 24.00   | 0.000 | 16.50 | 396.00        | 68.40  | 24.55  | 5.74   | 0.00 | 0.00 | 0.00 | 3.32        | 0.00    | 498.01   |       |
| 3906                              | HORTON, MATH 04/24 | 24.00   | 0.000 | 19.00 | 456.00        | 68.40  | 28.27  | 6.61   | 0.00 | 0.00 | 0.00 | 3.83        | 0.00    | 563.11   |       |
| 3926                              | MIKULSKI, SC 04/24 | 24.00   | 0.000 | 19.00 | 456.00        | 68.40  | 23.74  | 5.55   | 0.00 | 0.00 | 0.00 | 3.83        | 0.00    | 557.52   |       |
| COST CODE TOTAL                   |                    | 214.00  |       |       | 3876.00       |        | 233.21 |        | 0.00 |      | 0.00 |             | 250.00  |          |       |
|                                   |                    |         | 0.000 |       |               | 159.10 |        | 54.54  |      | 0.00 |      | 32.52       |         | 4805.37  |       |
| COST CODE: 04703 PUNCHOUT - BRICK |                    |         | 0.000 |       |               |        |        |        |      |      |      |             |         |          |       |
| 1566                              | TAPIA, ALVAR 04/24 | 16.00   | 0.000 | 22.00 | 352.00        | 45.60  | 21.37  | 5.00   | 0.00 | 0.00 | 0.00 | 2.95        | 0.00    | 426.92   |       |
| 1932                              | LOPEZ, EDUAR 04/24 | 16.00   | 0.000 | 16.00 | 256.00        | 0.00   | 15.55  | 3.64   | 0.00 | 0.00 | 0.00 | 2.15        | 0.00    | 277.14   |       |
| 2880                              | FLORES, CARL 04/24 | 16.00   | 0.000 | 18.00 | 288.00        | 0.00   | 17.86  | 4.18   | 0.00 | 0.00 | 0.00 | 2.42        | 0.00    | 312.46   |       |
| 3563                              | MYERS, MATTH 04/24 | 16.00   | 0.000 | 22.00 | 352.00        | 45.60  | 21.82  | 5.10   | 0.00 | 0.00 | 0.00 | 2.95        | 0.00    | 427.47   |       |
| 3803                              | MCMAHON, BRI 04/24 | 15.00   | 0.000 | 13.00 | 195.00        | 0.00   | 11.21  | 2.62   | 0.00 | 0.00 | 0.00 | 1.64        | 0.00    | 210.47   |       |
| 3901                              | STEELE, KYLE 04/24 | 15.00   | 0.000 | 16.50 | 247.50        | 42.75  | 15.35  | 3.59   | 0.00 | 0.00 | 0.00 | 2.08        | 0.00    | 311.27   |       |
| 3906                              | HORTON, MATH 04/24 | 15.00   | 0.000 | 19.00 | 285.00        | 42.75  | 17.57  | 4.13   | 0.00 | 0.00 | 0.00 | 2.39        | 0.00    | 351.94   |       |
| 3926                              | MIKULSKI, SC 04/24 | 15.00   | 0.000 | 19.00 | 285.00        | 42.75  | 14.84  | 3.47   | 0.00 | 0.00 | 0.00 | 2.39        | 0.00    | 348.45   |       |
| COST CODE TOTAL                   |                    | 124.00  |       |       | 2260.50       |        | 135.67 |        | 0.00 |      | 0.00 |             | 0.00    |          |       |
|                                   |                    |         | 0.000 |       |               | 219.45 |        | 31.73  |      | 0.00 |      | 18.97       |         | 2666.32  |       |
| JOB TOTAL                         |                    | 379.00  |       |       | 8552.50       |        | 506.73 |        | 0.00 |      | 0.00 |             | 394.06  |          |       |
|                                   |                    |         | 0.000 |       |               | 629.85 |        | 118.51 |      | 0.00 |      | 69.49       |         | 10271.14 |       |
| REPORT TOTAL                      |                    | 379.00  |       |       | 8552.50       |        | 506.73 |        | 0.00 |      | 0.00 |             | 394.06  |          |       |
|                                   |                    |         | 0.000 |       |               | 629.85 |        | 118.51 |      | 0.00 |      | 69.49       |         | 10271.14 |       |



CASE NO. 18-14163

**UNITED STATES COURT OF APPEALS  
FOR THE ELEVENTH CIRCUIT**

ADVANCED MASONRY ASSOCIATES, LLC  
d/b/a Advanced Masonry Services

(Petitioner/Appellant)

vs.

NATIONAL LABOR RELATIONS BOARD

(Respondent/Appellee)

A Petition for Review of an Order of the National Labor Relations Board

N.L.R.B. Case No. 12-CA-221114

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**Tab No: 58**

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RUN DATE 02/01/17 07:18:47  
 ADVANCED MASONRY SYSTEMS  
 05/01/16 TO  
 05/01/16

COINS PAYROLL MODULE  
 GROSS PAYROLL REGISTER BY JOB REPORT  
 FROM PAY PERIOD ENDING 05/01/16  
 TO PAY PERIOD ENDING 05/01/16

PAGE 1  
 USER PR SECURITY LEVEL: 9  
 USER EMP SECURITY TYPE: MASTER

JOB: 2014017, BETHUNE COOKMAN UNIVERSITY

| EMPLOYEE                             | HOURS   |       | PAY RATE | GROSS   | FRINGES | FICA 1 | FICA 2 | FUTA | SUTA | DBL  | COMP & LIAB |        | REIMBUR | TOTAL   |
|--------------------------------------|---------|-------|----------|---------|---------|--------|--------|------|------|------|-------------|--------|---------|---------|
|                                      | REGULAR | OT/DT |          |         |         |        |        |      |      |      |             |        |         |         |
| COST CODE: 01700 MEDICAL COSTS MAS   |         |       |          |         |         |        |        |      |      |      |             |        |         |         |
| 3811 NORWOOD, WIL 05/01              | 0.00    | 0.000 | 22.00    | 880.00  | 0.00    | 54.56  | 12.76  | 0.00 | 0.00 | 0.00 | 7.38        | 0.00   | 0.00    | 954.70  |
| 3811 NORWOOD, WIL 05/01              | 34.00   | 0.000 | 0.00     | 748.00  | 96.90   | 46.38  | 10.85  | 0.00 | 0.00 | 0.00 | 6.28        | 0.00   | 0.00    | 908.41  |
| 3811 NORWOOD, WIL 05/01              | -18.00  | 0.000 | 22.00    | -196.00 | -51.30  | -24.55 | -5.74  | 0.00 | 0.00 | 0.00 | -3.32       | 0.00   | 0.00    | -480.91 |
| 3906 HORTON, MATH 05/01              | 0.00    | 0.000 | 19.00    | 456.00  | 0.00    | 28.27  | 6.61   | 0.00 | 0.00 | 0.00 | 3.83        | 0.00   | 0.00    | 494.71  |
| COST CODE TOTAL                      | 16.00   | 0.000 |          | 1688.00 | 45.60   | 104.66 | 24.48  | 0.00 | 0.00 | 0.00 | 14.17       | 0.00   | 0.00    | 1876.91 |
| COST CODE: 04003 SUPERVISION - BRICK |         |       |          |         |         |        |        |      |      |      |             |        |         |         |
| 1004 DUTTON, ROBB 05/01              | 0.00    | 0.000 | 0.00     | 1634.00 | 0.00    | 89.37  | 20.90  | 0.00 | 0.00 | 0.00 | 13.71       | 0.00   | 0.00    | 1757.98 |
| COST CODE TOTAL                      | 0.00    | 0.000 |          | 1634.00 | 0.00    | 89.37  | 20.90  | 0.00 | 0.00 | 0.00 | 13.71       | 0.00   | 0.00    | 1757.98 |
| COST CODE: 04020 SCAFFOLDING - CMU   |         |       |          |         |         |        |        |      |      |      |             |        |         |         |
| 3101 FRECHETTE, P 05/01              | 16.00   | 0.000 | 18.00    | 288.00  | 0.00    | 17.86  | 4.18   | 0.00 | 0.00 | 0.00 | 0.00        | 0.00   | 0.00    | 310.04  |
| COST CODE TOTAL                      | 16.00   | 0.000 |          | 288.00  | 0.00    | 17.86  | 4.18   | 0.00 | 0.00 | 0.00 | 0.00        | 0.00   | 0.00    | 310.04  |
| COST CODE: 04700 PUNCHOUT - CMU      |         |       |          |         |         |        |        |      |      |      |             |        |         |         |
| 1566 TAPIA, ALVAR 05/01              | 40.00   | 0.000 | 22.00    | 880.00  | 114.00  | 53.43  | 12.49  | 0.00 | 0.00 | 0.00 | 7.38        | 125.00 | 0.00    | 1192.30 |
| 3563 MYERS, MATTH 05/01              | 40.00   | 1.000 | 22.00    | 913.00  | 116.85  | 56.61  | 13.24  | 0.00 | 0.00 | 0.00 | 7.57        | 0.00   | 0.00    | 1107.27 |
| 3803 MCMAHON, BRI 05/01              | 40.00   | 0.000 | 13.00    | 520.00  | 0.00    | 29.94  | 7.00   | 0.00 | 0.00 | 0.00 | 4.36        | 0.00   | 0.00    | 561.30  |
| 3811 NORWOOD, WIL 05/01              | 6.00    | 0.000 | 22.00    | 132.00  | 17.10   | 8.18   | 1.91   | 0.00 | 0.00 | 0.00 | 1.11        | 0.00   | 0.00    | 160.30  |
| 3811 NORWOOD, WIL 05/01              | -6.00   | 0.000 | 22.00    | -132.00 | -17.10  | -8.18  | -1.91  | 0.00 | 0.00 | 0.00 | -1.11       | 0.00   | 0.00    | -160.30 |
| 3901 STEELE, KYLE 05/01              | 39.50   | 0.000 | 16.50    | 651.75  | 112.59  | 40.41  | 9.45   | 0.00 | 0.00 | 0.00 | 5.47        | 0.00   | 0.00    | 819.67  |
| 3906 HORTON, MATH 05/01              | 16.00   | 0.000 | 19.00    | 304.00  | 45.60   | 18.85  | 4.41   | 0.00 | 0.00 | 0.00 | 2.55        | 0.00   | 0.00    | 375.41  |
| 3926 MIKULSKI, SC 05/01              | 40.00   | 0.000 | 19.00    | 760.00  | 114.00  | 39.75  | 9.30   | 0.00 | 0.00 | 0.00 | 6.38        | 0.00   | 0.00    | 929.43  |
| COST CODE TOTAL                      | 215.50  | 1.000 |          | 4028.75 | 503.04  | 238.99 | 55.89  | 0.00 | 0.00 | 0.00 | 33.71       | 125.00 | 0.00    | 4985.38 |
| JOB TOTAL                            | 247.50  | 1.000 |          | 7638.75 | 548.64  | 450.88 | 105.45 | 0.00 | 0.00 | 0.00 | 61.59       | 125.00 | 0.00    | 8930.31 |

EXHIBIT

R-48

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                                PAGE          2
USER PR SECURITY LEVEL:          9
USER BMP SECURITY TYPE:         MASTER

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CASE NO. 18-14163

**UNITED STATES COURT OF APPEALS  
FOR THE ELEVENTH CIRCUIT**

ADVANCED MASONRY ASSOCIATES, LLC  
d/b/a Advanced Masonry Services

(Petitioner/Appellant)

vs.

NATIONAL LABOR RELATIONS BOARD

(Respondent/Appellee)

A Petition for Review of an Order of the National Labor Relations Board

N.L.R.B. Case No. 12-CA-221114

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**Tab No: 59**

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RUN DATE 02/01/17 07:18:26  
 ADVANCED MASONRY SYSTEMS  
 05/08/16 TO  
 05/08/16

COINS PAYROLL MODULE  
 GROSS PAYROLL REGISTER BY JOB REPORT  
 FROM PAY PERIOD ENDING 05/08/16  
 TO PAY PERIOD ENDING 05/08/16

PAGE 1  
 USER PR SECURITY LEVEL: 9  
 USER EMP SECURITY TYPE: MASTER

JOB: 2014017, BETHUNE COOKMAN UNIVERSITY

| EMPLOYEE                             | REGULAR | OT/DT | PAY RATE | GROSS   | FRNGES | FICA 1 | FICA 2 | FUTA | SUTA | DBL  | COMP & LIAB | REIMBUR | TOTAL   |
|--------------------------------------|---------|-------|----------|---------|--------|--------|--------|------|------|------|-------------|---------|---------|
| COST CODE: 01300 TRAVEL/LODGING MAS  |         |       |          |         |        |        |        |      |      |      |             |         |         |
| 2945 LUEBS, DAVID 05/08              | 0.00    | 0.000 | 0.00     | 0.00    | 0.00   | 0.00   | 0.00   | 0.00 | 0.00 | 0.00 | 0.00        | 102.22  | 102.22  |
| COST CODE TOTAL                      | 0.00    | 0.000 |          | 0.00    | 0.00   | 0.00   | 0.00   | 0.00 | 0.00 | 0.00 | 0.00        | 102.22  | 102.22  |
| COST CODE: 01700 MEDICAL COSTS MAS   |         |       |          |         |        |        |        |      |      |      |             |         |         |
| 3811 NORWOOD, WIL 05/08              | 0.00    | 0.000 | 22.00    | 880.00  | 0.00   | 54.56  | 12.76  | 0.00 | 0.00 | 0.00 | 7.38        | 0.00    | 954.70  |
| 3906 HORTON, MATH 05/08              | 0.00    | 0.000 | 19.00    | 760.00  | 0.00   | 47.12  | 11.02  | 0.00 | 0.00 | 0.00 | 6.38        | 0.00    | 824.52  |
| COST CODE TOTAL                      | 0.00    | 0.000 |          | 1640.00 | 0.00   | 101.68 | 23.70  | 0.00 | 0.00 | 0.00 | 13.76       | 0.00    | 1779.22 |
| COST CODE: 04003 SUPERVISION - BRICK |         |       |          |         |        |        |        |      |      |      |             |         |         |
| 1004 DUTTON, ROBE 05/08              | 0.00    | 0.000 | 0.00     | 1634.00 | 0.00   | 89.37  | 20.90  | 0.00 | 0.00 | 0.00 | 13.71       | 0.00    | 1757.98 |
| COST CODE TOTAL                      | 0.00    | 0.000 |          | 1634.00 | 0.00   | 89.37  | 20.90  | 0.00 | 0.00 | 0.00 | 13.71       | 0.00    | 1757.98 |
| COST CODE: 04020 SCAFFOLDING - CMU   |         |       |          |         |        |        |        |      |      |      |             |         |         |
| 3101 FRECHETTE, P 05/08              | 16.00   | 0.000 | 18.00    | 288.00  | 0.00   | 17.86  | 4.18   | 0.00 | 0.00 | 0.00 | 0.00        | 0.00    | 310.04  |
| COST CODE TOTAL                      | 16.00   | 0.000 |          | 288.00  | 0.00   | 17.86  | 4.18   | 0.00 | 0.00 | 0.00 | 0.00        | 0.00    | 310.04  |
| COST CODE: 04700 PUNCHOUT - CMU      |         |       |          |         |        |        |        |      |      |      |             |         |         |
| 1566 TAPIA, ALVAR 05/08              | 24.00   | 0.000 | 22.00    | 528.00  | 68.40  | 31.86  | 7.45   | 0.00 | 0.00 | 0.00 | 4.43        | 0.00    | 640.14  |
| 1563 MYERS, MATTH 05/08              | 37.00   | 0.000 | 22.00    | 814.00  | 105.45 | 50.47  | 11.80  | 0.00 | 0.00 | 0.00 | 6.83        | 0.00    | 988.55  |
| 3803 MCMAHON, BRI 05/08              | 29.00   | 0.000 | 13.00    | 377.00  | 0.00   | 21.08  | 4.93   | 0.00 | 0.00 | 0.00 | 3.16        | 0.00    | 406.17  |
| 3901 STEELE, KYLE 05/08              | 37.00   | 0.000 | 16.50    | 610.50  | 105.45 | 37.85  | 8.85   | 0.00 | 0.00 | 0.00 | 5.12        | 0.00    | 767.77  |
| 3926 MIKULSKI, SC 05/08              | 37.00   | 0.000 | 19.00    | 703.00  | 105.45 | 36.22  | 8.47   | 0.00 | 0.00 | 0.00 | 5.90        | 0.00    | 859.04  |
| COST CODE TOTAL                      | 164.00  | 0.000 |          | 3032.50 | 384.75 | 177.48 | 41.50  | 0.00 | 0.00 | 0.00 | 25.44       | 0.00    | 3661.67 |
| JOB TOTAL                            | 180.00  | 0.000 |          | 6594.50 | 384.75 | 386.39 | 90.36  | 0.00 | 0.00 | 0.00 | 52.91       | 102.22  | 7611.13 |

EXHIBIT

R-49

[illegible]



CASE NO. 18-14163

**UNITED STATES COURT OF APPEALS  
FOR THE ELEVENTH CIRCUIT**

ADVANCED MASONRY ASSOCIATES, LLC  
d/b/a Advanced Masonry Services

(Petitioner/Appellant)

vs.

NATIONAL LABOR RELATIONS BOARD

(Respondent/Appellee)

A Petition for Review of an Order of the National Labor Relations Board

N.L.R.B. Case No. 12-CA-221114

---

**Tab No: 60**

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RUN DATE 02/01/17 07:18:01  
 ADVANCED MASONRY SYSTEMS  
 05/15/16 TO  
 05/15/16

COINS PAYROLL MODULE  
 GROSS PAYROLL REGISTER BY JOB REPORT  
 FROM PAY PERIOD ENDING 05/15/16  
 TO PAY PERIOD ENDING 05/15/16

PAGE 1  
 USER PR SECURITY LEVEL: 9  
 USER EMP SECURITY TYPE: MASTER

JOB: 2014017, BETHUNE COOKMAN UNIVERSITY

| EMPLOYEE                             |                    | HOURS   |       | PAY   | EMPLOYER PAID |        |        |        |      |      |      |             | TOTAL   |         |
|--------------------------------------|--------------------|---------|-------|-------|---------------|--------|--------|--------|------|------|------|-------------|---------|---------|
|                                      |                    | REGULAR | OT/DT | RATE  | GROSS         | PRNGES | FICA 1 | FICA 2 | PUTA | SUTA | DBL  | COMP & LIAB | REIMBUR |         |
| COST CODE: 01700 MEDICAL COSTS MAS   |                    |         |       |       |               |        |        |        |      |      |      |             |         |         |
| 3811                                 | MORWOOD, WIL 05/15 | 0.00    | 0.000 | 22.00 | 880.00        | 0.00   | 54.56  | 12.76  | 0.00 | 0.00 | 0.00 | 7.38        | 0.00    | 954.70  |
| 3906                                 | HORTON, MATH 05/15 | 0.00    | 0.000 | 19.00 | 760.00        | 0.00   | 47.12  | 11.02  | 0.00 | 0.00 | 0.00 | 6.38        | 0.00    | 824.52  |
| COST CODE TOTAL                      |                    | 0.00    |       |       | 1640.00       | 0.00   | 101.68 | 23.78  | 0.00 | 0.00 | 0.00 | 13.76       | 0.00    | 1779.22 |
| COST CODE: 04003 SUPERVISION - BRICK |                    |         |       |       |               |        |        |        |      |      |      |             |         |         |
| 1004                                 | DUTTON, ROBE 05/15 | 0.00    | 0.000 | 0.00  | 1634.00       | 0.00   | 89.37  | 20.90  | 0.00 | 0.00 | 0.00 | 13.71       | 0.00    | 1757.98 |
| COST CODE TOTAL                      |                    | 0.00    |       |       | 1634.00       | 0.00   | 89.37  | 20.90  | 0.00 | 0.00 | 0.00 | 13.71       | 0.00    | 1757.98 |
| COST CODE: 04020 SCAFFOLDING - CMU   |                    |         |       |       |               |        |        |        |      |      |      |             |         |         |
| 3101                                 | FRECHETTE, P 05/15 | 8.00    | 0.000 | 18.00 | 144.00        | 0.00   | 8.93   | 2.09   | 0.00 | 0.00 | 0.00 | 0.00        | 0.00    | 155.02  |
| COST CODE TOTAL                      |                    | 8.00    |       |       | 144.00        | 0.00   | 8.93   | 2.09   | 0.00 | 0.00 | 0.00 | 0.00        | 0.00    | 155.02  |
| COST CODE: 04700 PUNCHOUT - CMU      |                    |         |       |       |               |        |        |        |      |      |      |             |         |         |
| 3563                                 | MYERS, MATH 05/15  | 40.00   | 0.000 | 22.00 | 880.00        | 114.00 | 54.56  | 12.76  | 0.00 | 0.00 | 0.00 | 7.38        | 0.00    | 1068.70 |
| 3901                                 | STEELE, KYLE 05/15 | 40.00   | 0.000 | 16.50 | 660.00        | 0.00   | 40.92  | 9.57   | 0.00 | 0.00 | 0.00 | 5.54        | 0.00    | 716.03  |
| COST CODE TOTAL                      |                    | 80.00   |       |       | 1540.00       | 114.00 | 95.48  | 22.33  | 0.00 | 0.00 | 0.00 | 12.92       | 0.00    | 1784.73 |
| JOB TOTAL                            |                    | 88.00   |       |       | 4958.00       | 114.00 | 295.46 | 69.10  | 0.00 | 0.00 | 0.00 | 40.39       | 0.00    | 5476.95 |
| REPORT TOTAL                         |                    | 88.00   |       |       | 4958.00       | 114.00 | 295.46 | 69.10  | 0.00 | 0.00 | 0.00 | 40.39       | 0.00    | 5476.95 |

EXHIBIT

R-50

CASE NO. 18-14163

**UNITED STATES COURT OF APPEALS  
FOR THE ELEVENTH CIRCUIT**

ADVANCED MASONRY ASSOCIATES, LLC  
d/b/a Advanced Masonry Services

(Petitioner/Appellant)

vs.

NATIONAL LABOR RELATIONS BOARD

(Respondent/Appellee)

A Petition for Review of an Order of the National Labor Relations Board

N.L.R.B. Case No. 12-CA-221114

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**Tab No: 61**

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RUN DATE 02/01/17 07:17:27  
 ADVANCED MASONRY SYSTEMS  
 05/22/16 TO  
 05/22/16

COINS PAYROLL MODULE  
 GROSS PAYROLL REGISTER BY JOB REPORT  
 FROM PAY PERIOD ENDING 05/22/16  
 TO PAY PERIOD ENDING 05/22/16

PAGE 1  
 USER PR SECURITY LEVEL: 9  
 USER EMP SECURITY TYPE: MASTER

JOB: 2014017, BETHUNE COCKMAN UNIVERSITY

| EMPLOYEE                             | ----- HOURS ----- |       | PAY<br>RATE | EMPLOYER PAID |        |        |        |      |      |      |               | TOTAL |         |
|--------------------------------------|-------------------|-------|-------------|---------------|--------|--------|--------|------|------|------|---------------|-------|---------|
|                                      | REGULAR           | OT/DT |             | GROSS         | FRNGES | FICA 1 | FICA 2 | FUTA | SUTA | DBL  | COMP &<br>LAB |       | REIMBUR |
| COST CODE: 01700 MEDICAL COSTS NAS   |                   |       |             |               |        |        |        |      |      |      |               |       |         |
| 3811 NORWOOD, WIL 05/22              | 0.00              | 0.000 | 0.00        | 880.00        | 0.00   | 54.56  | 12.76  | 0.00 | 0.00 | 0.00 | 7.38          | 0.00  | 954.70  |
| 3906 HORTON, MATH 05/22              | 0.00              | 0.000 | 0.00        | 760.00        | 0.00   | 47.12  | 11.02  | 0.00 | 0.00 | 0.00 | 6.38          | 0.00  | 824.52  |
| COST CODE TOTAL                      | 0.00              | 0.000 |             | 1640.00       | 0.00   | 101.68 | 23.78  | 0.00 | 0.00 | 0.00 | 13.76         | 0.00  | 1779.22 |
| COST CODE: 04003 SUPERVISION - BRICK |                   |       |             |               |        |        |        |      |      |      |               |       |         |
| 1004 DUTTON, ROBE 05/22              | 0.00              | 0.000 | 0.00        | 1634.00       | 0.00   | 89.37  | 20.90  | 0.00 | 0.00 | 0.00 | 13.71         | 0.00  | 1757.98 |
| COST CODE TOTAL                      | 0.00              | 0.000 |             | 1634.00       | 0.00   | 89.37  | 20.90  | 0.00 | 0.00 | 0.00 | 13.71         | 0.00  | 1757.98 |
| COST CODE: 04703 PUNCHOUT - BRICK    |                   |       |             |               |        |        |        |      |      |      |               |       |         |
| 3563 MYERS, MATTH 05/22              | 40.00             | 0.000 | 22.00       | 880.00        | 0.00   | 54.56  | 12.76  | 0.00 | 0.00 | 0.00 | 7.38          | 0.00  | 954.70  |
| 3901 STEELE, KYLE 05/22              | 40.00             | 0.000 | 16.50       | 660.00        | 0.00   | 40.92  | 9.57   | 0.00 | 0.00 | 0.00 | 5.54          | 0.00  | 716.03  |
| COST CODE TOTAL                      | 80.00             | 0.000 |             | 1540.00       | 0.00   | 95.48  | 22.33  | 0.00 | 0.00 | 0.00 | 12.92         | 0.00  | 1670.73 |
| JOB TOTAL                            | 80.00             | 0.000 |             | 4814.00       | 0.00   | 286.53 | 67.01  | 0.00 | 0.00 | 0.00 | 40.39         | 0.00  | 5207.93 |
| REPORT TOTAL                         | 80.00             | 0.000 |             | 4814.00       | 0.00   | 286.53 | 67.01  | 0.00 | 0.00 | 0.00 | 40.39         | 0.00  | 5207.93 |

EXHIBIT

R-51

CASE NO. 18-14163

**UNITED STATES COURT OF APPEALS  
FOR THE ELEVENTH CIRCUIT**

ADVANCED MASONRY ASSOCIATES, LLC  
d/b/a Advanced Masonry Services

(Petitioner/Appellant)

vs.

NATIONAL LABOR RELATIONS BOARD

(Respondent/Appellee)

A Petition for Review of an Order of the National Labor Relations Board

N.L.R.B. Case No. 12-CA-221114

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**Tab No: 62**

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JN DATE 01/30/17 15:54:14  
 ADVANCED MASONRY SYSTEMS  
 06/12/16 TO  
 06/12/16

COINS PAYROLL MODULE  
 GROSS PAYROLL REGISTER BY JOB REPORT  
 FROM PAY PERIOD ENDING 06/12/16  
 TO PAY PERIOD ENDING 06/12/16

PAGE 1  
 USER PR SECURITY LEVEL: 5  
 USER EMP SECURITY TYPE: MASTER

JOB: 2014017, BETHUNE COCKMAN UNIVERSITY

| EMPLOYEE                             | HOURS   |       | PAY RATE | GROSS   | FRINGES | FICA 1 | FICA 2 | EMPLOYER PAID |      |      |       | COMP & LIAB |      | REIMBUR | TOTAL |
|--------------------------------------|---------|-------|----------|---------|---------|--------|--------|---------------|------|------|-------|-------------|------|---------|-------|
|                                      | REGULAR | OT/DT |          |         |         |        |        | FUTA          | SUTA | DBL  | LIAB  |             |      |         |       |
| COST CODE: 01700 MEDICAL COSTS MAS   |         |       |          |         |         |        |        |               |      |      |       |             |      |         |       |
| 3811 NORMOOD, WIL 06/12              | 0.00    | 0.000 | 22.00    | 880.00  | 0.00    | 54.56  | 12.76  | 0.00          | 0.00 | 0.00 | 7.38  | 0.00        | 0.00 | 954.70  |       |
| 3906 HORTON, MATH 06/12              | 40.00   | 0.000 | 19.00    | 760.00  | 0.00    | 47.12  | 11.02  | 0.00          | 0.00 | 0.00 | 6.38  | 0.00        | 0.00 | 824.52  |       |
| COST CODE TOTAL                      |         | 40.00 |          | 1640.00 | 0.00    | 101.68 | 23.78  | 0.00          | 0.00 | 0.00 | 13.76 | 0.00        |      | 1779.22 |       |
|                                      |         |       |          |         |         |        |        |               |      |      |       |             |      |         |       |
| COST CODE: 04003 SUPERVISION - BRICK |         |       |          |         |         |        |        |               |      |      |       |             |      |         |       |
| 1004 DUTTON, ROBE 06/12              | 0.00    | 0.000 | 0.00     | 1634.00 | 0.00    | 89.37  | 20.90  | 0.00          | 0.00 | 0.00 | 13.71 | 0.00        | 0.00 | 1757.98 |       |
| 1010 MCNETT, BREN 06/12              | 0.00    | 0.000 | 0.00     | 280.00  | 0.00    | 17.29  | 4.04   | 0.00          | 0.00 | 0.00 | 2.35  | 0.00        | 0.00 | 303.68  |       |
| COST CODE TOTAL                      |         | 0.00  |          | 1914.00 | 0.00    | 106.66 | 24.94  | 0.00          | 0.00 | 0.00 | 16.06 | 0.00        |      | 2061.66 |       |
|                                      |         |       |          |         |         |        |        |               |      |      |       |             |      |         |       |
| COST CODE: 04020 SCAFFOLDING - CMU   |         |       |          |         |         |        |        |               |      |      |       |             |      |         |       |
| 3101 FRECHETTE, P 06/12              | 8.00    | 0.000 | 18.00    | 144.00  | 0.00    | 8.93   | 2.09   | 0.00          | 0.00 | 0.00 | 0.00  | 0.00        | 0.00 | 155.02  |       |
| COST CODE TOTAL                      |         | 8.00  |          | 144.00  | 0.00    | 8.93   | 2.09   | 0.00          | 0.00 | 0.00 | 0.00  | 0.00        |      | 155.02  |       |
|                                      |         |       |          |         |         |        |        |               |      |      |       |             |      |         |       |
| COST CODE: 04700 PUNCHOUT - CMU      |         |       |          |         |         |        |        |               |      |      |       |             |      |         |       |
| 3563 MYERS, MATTH 06/12              | 40.00   | 0.000 | 22.00    | 880.00  | 0.00    | 54.56  | 12.76  | 0.00          | 0.00 | 0.00 | 7.38  | 0.00        | 0.00 | 954.70  |       |
| COST CODE TOTAL                      |         | 40.00 |          | 880.00  | 0.00    | 54.56  | 12.76  | 0.00          | 0.00 | 0.00 | 7.38  | 0.00        |      | 954.70  |       |
|                                      |         |       |          |         |         |        |        |               |      |      |       |             |      |         |       |
| JOB TOTAL                            |         | 88.00 |          | 4578.00 | 0.00    | 271.83 | 63.57  | 0.00          | 0.00 | 0.00 | 37.20 | 0.00        |      | 4950.60 |       |
|                                      |         |       |          |         |         |        |        |               |      |      |       |             |      |         |       |
| REPORT TOTAL                         |         | 88.00 |          | 4578.00 | 0.00    | 271.83 | 63.57  | 0.00          | 0.00 | 0.00 | 37.20 | 0.00        |      | 4950.60 |       |
|                                      |         |       |          |         |         |        |        |               |      |      |       |             |      |         |       |

EXHIBIT

R-52

CASE NO. 18-14163

**UNITED STATES COURT OF APPEALS  
FOR THE ELEVENTH CIRCUIT**

ADVANCED MASONRY ASSOCIATES, LLC  
d/b/a Advanced Masonry Services

(Petitioner/Appellant)

vs.

NATIONAL LABOR RELATIONS BOARD

(Respondent/Appellee)

A Petition for Review of an Order of the National Labor Relations Board

N.L.R.B. Case No. 12-CA-221114

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**Tab No: 63**

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N DATE 01/30/17 15:54:48  
 ADVANCED MASONRY SYSTEMS  
 06/19/16 TO  
 06/19/16

COINS PAYROLL MODULE  
 GROSS PAYROLL REGISTER BY JOB REPORT  
 FROM PAY PERIOD ENDING 06/19/16  
 TO PAY PERIOD ENDING 06/19/16

PAGE 1  
 USER PR SECURITY LEVEL: 9  
 USER EMP SECURITY TYPE: MASTER

JOB: 2014017, BETHUNE COOKMAN UNIVERSITY

| EMPLOYEE                             | HOURS   |       | PAY RATE | GROSS   | FRINGES | FICA 1 | FICA 2 | FUTA | SUTA | DHL  | EMPLOYER PAID |         | TOTAL   |
|--------------------------------------|---------|-------|----------|---------|---------|--------|--------|------|------|------|---------------|---------|---------|
|                                      | REGULAR | OT/DT |          |         |         |        |        |      |      |      | COMP & LIAB   | REIMBUR |         |
| COST CODE: 01700 MEDICAL COSTS MAS   |         |       |          |         |         |        |        |      |      |      |               |         |         |
| 3811 NORMOOD, WIL 06/19              | 0.00    | 0.000 | 0.00     | 880.00  | 0.00    | 54.56  | 12.76  | 0.00 | 0.00 | 0.00 | 7.38          | 0.00    | 954.70  |
| 3905 HORTON, MATH 06/19              | 0.00    | 0.000 | 0.00     | 760.00  | 0.00    | 47.12  | 11.02  | 0.00 | 0.00 | 0.00 | 6.38          | 0.00    | 824.52  |
| COST CODE TOTAL                      | 0.00    | 0.000 |          | 1640.00 | 0.00    | 101.68 | 23.78  | 0.00 | 0.00 | 0.00 | 13.76         | 0.00    | 1779.22 |
| COST CODE: 04003 SUPERVISION - BRICK |         |       |          |         |         |        |        |      |      |      |               |         |         |
| 1004 DUTTON, ROBE 06/19              | 0.00    | 0.000 | 0.00     | 1634.00 | 0.00    | 89.37  | 20.90  | 0.00 | 0.00 | 0.00 | 13.71         | 0.00    | 1757.98 |
| COST CODE TOTAL                      | 0.00    | 0.000 |          | 1634.00 | 0.00    | 89.37  | 20.90  | 0.00 | 0.00 | 0.00 | 13.71         | 0.00    | 1757.98 |
| JOB TOTAL                            | 0.00    | 0.000 |          | 3274.00 | 0.00    | 191.05 | 44.68  | 0.00 | 0.00 | 0.00 | 27.47         | 0.00    | 3537.20 |
| REPORT TOTAL                         | 0.00    | 0.000 |          | 3274.00 | 0.00    | 191.05 | 44.68  | 0.00 | 0.00 | 0.00 | 27.47         | 0.00    | 3537.20 |

EXHIBIT

R-53

CASE NO. 18-14163

**UNITED STATES COURT OF APPEALS  
FOR THE ELEVENTH CIRCUIT**

ADVANCED MASONRY ASSOCIATES, LLC  
d/b/a Advanced Masonry Services

(Petitioner/Appellant)

vs.

NATIONAL LABOR RELATIONS BOARD

(Respondent/Appellee)

A Petition for Review of an Order of the National Labor Relations Board

N.L.R.B. Case No. 12-CA-221114

---

**Tab No: 64**

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Begin forwarded message:

**From:** Mike Bontempo <[mbontempo@bacsoutheast.org](mailto:mbontempo@bacsoutheast.org)>  
**Date:** August 12, 2015 at 9:34:10 AM EDT  
**To:** Alek Feliz <[Alek@advmasonry.com](mailto:Alek@advmasonry.com)>  
**Subject: Re: Luis Acevedo**

Alek

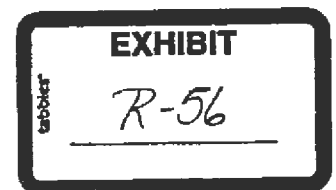
First sorry it took so long to respond but to be crystal clear at no time did I make any such statements to Mr Acevedo in fact he was the one who told me he thought he was not being considered for employment due to the injuries he had disclosed on his app. With AMS I clearly told him I do not review those apps and do not even know what was listed on the app. Further more I would be happy to testify under oath in the court of law as to my conversations with Mr Acevedo.

Thanks

Mike Bontempo

Bac Local 8 Southeast Region  
Mobile: 407-466-7498  
Email: [mbontempo@bacsoutheast.org](mailto:mbontempo@bacsoutheast.org)

On Jul 30, 2015, at 4:30 PM, Alek Feliz <[Alek@advmasonry.com](mailto:Alek@advmasonry.com)> wrote:



Mike, FYI...

As we discussed on the phone Mr. Acevedo made referenced to a conversation he had with you to the "effect" that "according" to him you stated AMS was not going to hire him due to his injuries.

I sent Mr. Acevedo a certified letter advising him, we currently do not have any positions available near his location, i.e. Tampa, St. Pete or Sarasota but as soon as any of those projects get on their way, I will contact him. We have always given those able to perform the job a fair chance to compete for the few available positions and such was the case with him.

I also told him we are in need of Masons in the Daytona Beach area and told him I will be glad to consider him for that project if he was interested.

As soon as I have a place to put him in the local area, I will contact Mr. Acevedo and let you know as well.

Thanks

Alek



CASE NO. 18-14163

**UNITED STATES COURT OF APPEALS  
FOR THE ELEVENTH CIRCUIT**

ADVANCED MASONRY ASSOCIATES, LLC  
d/b/a Advanced Masonry Services

(Petitioner/Appellant)

vs.

NATIONAL LABOR RELATIONS BOARD

(Respondent/Appellee)

A Petition for Review of an Order of the National Labor Relations Board

N.L.R.B. Case No. 12-CA-221114

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**Tab No: 65**

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From: Michael Bontempo <mbontempo@bacsoutheast.org>

Date: April 23, 2016 at 8:58:34 AM EDT

To: Jay Smith <jsmith@bacsoutheast.org>

Subject: Weekly Report 4/18/16 to 4/23/16

Organizing :

Took 1 new plaster app at the Orlando hall.

Went to the University of Tampa AMS project with IU Organizer Marvin Monge were we talked to ALL the Masons 8 and Labors 8 or 9 on site along with the Foreman Brent McNett - Turbo. We spent an hour and a half on site and after they got off we were able to get them to sign our T- Shirt along with gave them the Health Insurance info, we are going back next week to update some of their addresses and phone numbers. The Bricklayers were very supportive along with Turbo the laborers also enjoyed the info and visit all were given T shirts and Gator aids more to follow on this site.

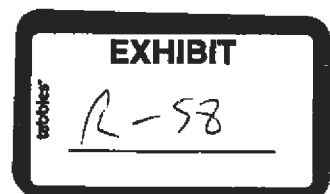
Went to AMS project in Sarasota again with Marvin were we talked to the foreman Todd Wolszcz and the only Bricklayer on site [REDACTED] along with the one Labor again T Shirts and Health Insurance info was given out again all signed the T Shirt in support along with Autho cards and updated their addressees and phone numbers.

Went to AMS project with Marvin in St Petersburg were we talked to 8 Bricklayers 6 of them Union and most Labors all were given T Shirts along with signed our T Shirt they were very supportive and were given the Health Insurance packets along with signed autho cards and updated their addresses and phone. Brian Cantfeild the foreman who I have been working on for sometime said if AMS remains on board he will sign up.

All in all I think the AMS campaign has gone very well we will continue next week starting with the Tampa Yacht club project.

[REDACTED]

Collective Bargaining :



Ongoing AMS.

[REDACTED]

Trade Jurisdiction :

We did learn that AMS is performing a portion of the concrete work on the St Pete project along with all the metal framing and drywall working and also the painting and exterior plastering some in house and some via subs.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]  
[REDACTED]

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

Thanks,



CASE NO. 18-14163

**UNITED STATES COURT OF APPEALS  
FOR THE ELEVENTH CIRCUIT**

ADVANCED MASONRY ASSOCIATES, LLC  
d/b/a Advanced Masonry Services

(Petitioner/Appellant)

vs.

NATIONAL LABOR RELATIONS BOARD

(Respondent/Appellee)

A Petition for Review of an Order of the National Labor Relations Board

N.L.R.B. Case No. 12-CA-221114

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**Tab No: 66**

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tabbles

EXHIBIT

18-60

2014017  
Phase II  
w/E 10/11/15

Rams

PER TURBO- Alex has  
Robert Harvey new address  
mail check. Matt Bell mjr

10/21

**EXHIBIT**

**Ref**

PER TURBO. Alex has  
Robert Harvey new address  
mail check. Matt Beckman

[illegible]



CASE NO. 18-14163

**UNITED STATES COURT OF APPEALS  
FOR THE ELEVENTH CIRCUIT**

ADVANCED MASONRY ASSOCIATES, LLC  
d/b/a Advanced Masonry Services

(Petitioner/Appellant)

vs.

NATIONAL LABOR RELATIONS BOARD

(Respondent/Appellee)

A Petition for Review of an Order of the National Labor Relations Board

N.L.R.B. Case No. 12-CA-221114

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**Tab No: 67**

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[illegible]

R-6

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CASE NO. 18-14163

**UNITED STATES COURT OF APPEALS  
FOR THE ELEVENTH CIRCUIT**

ADVANCED MASONRY ASSOCIATES, LLC  
d/b/a Advanced Masonry Services

(Petitioner/Appellant)

vs.

NATIONAL LABOR RELATIONS BOARD

(Respondent/Appellee)

A Petition for Review of an Order of the National Labor Relations Board

N.L.R.B. Case No. 12-CA-221114

---

**Tab No: 68**

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EMPLOYEE  
NAME \_\_\_\_\_

Hernandez, Padrig  
LAST FIRST

**P4491**

5504

PAYROLL/CLOCK NO

\_\_\_\_ HIRE DATE \_\_\_\_\_

4015 Hernandez, Pedro

|                  |         |
|------------------|---------|
| YEARS OF SERVICE | OVER 26 |
|------------------|---------|

|   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
|---|---|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 |
|---|---|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|

LEVEL OF CLEARANCE:

DATE GRANTED:

## BIRTHDATE.

196

SEX: M ☒ F

SOCIAL  
SECURITY NO. \_\_\_\_\_

MARITAL STATUS:

S

DEPENDENTS FOR WITHHOLDING: FEDERAL 2

2

STATE

| AMOUNT WITHHELD (DOLLARS) | FEDERAL |
|---------------------------|---------|
|---------------------------|---------|

FEDERAL

STATE

### DEDUCTION

DL

GROUP INS.

— OTHER

2023

UNION STATUS

DATE ELIGIBLE

DATE JOINED

DATE WITHDRAWN

UNION STATUS

GROUP INSURANCE

## PENSION PLAN

CREDIT UNION

### EMPLOYMENT RECORD

CONFIDENTIAL DATA SHOULD BE FILED  
ELSEWHERE TO PROTECT EMPLOYEES'  
PRIVACY RIGHTS.

E → EXCELLENT  
G — GOOD  
F — FAIR  
R — REGOR

|                  |  |
|------------------|--|
| WORK LIMITATIONS |  |
|------------------|--|

[illegible]**EXHIBIT**

A-62

Lopez, Pedro

PAYROLL/CLOCK NO.

\_\_\_\_ HIRE DATE

4014 Lopez, Pedro

| YEARS OF SERVICE | OVER 75 |
|------------------|---------|
| 1                | 1       |
| 2                | 1       |
| 3                | 1       |
| 4                | 1       |
| 5                | 1       |
| 6                | 1       |
| 7                | 1       |
| 8                | 1       |
| 9                | 1       |
| 10               | 1       |
| 11               | 1       |
| 12               | 1       |
| 13               | 1       |
| 14               | 1       |
| 15               | 1       |
| 16               | 1       |
| 17               | 1       |
| 18               | 1       |
| 19               | 1       |
| 20               | 1       |
| 21               | 1       |
| 22               | 1       |
| 23               | 1       |
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| 25               | 1       |
| 26               | 1       |
| 27               | 1       |
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| 29               | 1       |
| 30               | 1       |
| 31               | 1       |
| 32               | 1       |
| 33               | 1       |
| 34               | 1       |
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| 36               | 1       |
| 37               | 1       |
| 38               | 1       |
| 39               | 1       |
| 40               | 1       |
| 41               | 1       |
| 42               | 1       |
| 43               | 1       |
| 44               | 1       |
| 45               | 1       |
| 46               | 1       |
| 47               | 1       |
| 48               | 1       |
| 49               | 1       |
| 50               | 1       |
| 51               | 1       |
| 52               | 1       |
| 53               | 1       |
| 54               | 1       |
| 55               | 1       |
| 56               | 1       |
| 57               | 1       |
| 58               | 1       |
| 59               | 1       |
| 60               | 1       |
| 61               | 1       |
| 62               | 1       |
| 63               | 1       |
| 64               | 1       |
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| 66               | 1       |
| 67               | 1       |
| 68               | 1       |
| 69               | 1       |
| 70               | 1       |
| 71               | 1       |
| 72               | 1       |
| 73               | 1       |
| 74               | 1       |
| 75               | 1       |
| 76               | 1       |
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SECURITY CLEARANCE

LEVEL OF CLEARANCE: \_\_\_\_\_ DATE GRANTED: \_\_\_\_\_

### **PAYROLL DATA**

BIRTHDATE 88 SEX: M SOCIAL SECURITY NO.           

MARITAL STATUS: \_\_\_\_\_

DEPENDENTS FOR WITHHOLDING: FEDERAL 7 STATE

AMOUNT WITHHELD (DOLLARS) FEDERAL \_\_\_\_\_ STATE \_\_\_\_\_

DEDUCTIONS: BONDS \_\_\_\_\_ UF \_\_\_\_\_ GROUP INS. \_\_\_\_\_ OTHER \_\_\_\_\_

RR 093-332-811

 $x_1, x_2, x_3, x_4$ 

UNION STATUS

## GROUP INSURANCE

PENSION PLAN

CREDIT UNION

### EMPLOYMENT RECORD

CONFIDENTIAL DATA SHOULD BE FILED  
ELSEWHERE TO PROTECT EMPLOYEES'  
PRIVACY RIGHTS.

E — EXCELLENT  
G — GOOD  
F — FAIR  
P — POOR

### WORK LIMITATIONS

EFFECTIVE  
DATE

CLASSIFICATION

DEPARTMENT  
COST CENTER

RATE OF PAY

AMOUNT

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REASON FOR CHANGE

4/28/16 Tender-Todd

Sarasota National

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IS ✓ DT 1/26 FNH 2/4/16

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[illegible]

CASE NO. 18-14163

**UNITED STATES COURT OF APPEALS  
FOR THE ELEVENTH CIRCUIT**

ADVANCED MASONRY ASSOCIATES, LLC  
d/b/a Advanced Masonry Services

(Petitioner/Appellant)

vs.

NATIONAL LABOR RELATIONS BOARD

(Respondent/Appellee)

A Petition for Review of an Order of the National Labor Relations Board

N.L.R.B. Case No. 12-CA-221114

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**Tab No: 69**

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**UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD  
REGION 12**

ADVANCED MASONRY ASSOCIATES, LLC  
d/b/a ADVANCED MASONRY SYSTEMS

and

Cases 12-RC-175179  
12-CA-176715

BRICKLAYERS AND ALLIED  
CRAFTWORKERS, LOCAL 8 SOUTHEAST

**JOINT STIPULATIONS AND JOINT EXHIBITS**

With respect to the above-captioned case, Advanced Masonry Associates, LLC d/b/a Advanced Masonry Systems (Respondent), Bricklayers and Allied Craftworkers, Local 8 Southeast (the Union), and Counsel for the General Counsel (collectively, the Parties), hereby stipulate and agree to the facts herein. The Parties reserve their rights to introduce the testimony of witnesses, additional exhibits, and other evidence at a hearing before the Administrative Law Judge.

1. Respondent has been an Employer engaged in commerce within the meaning of Section 2(2), (6), and (7) of the National Labor Relations Act (the Act) at all times since at least May 1, 2004.
2. The Union and its predecessor entity, Bricklayers and Allied Craftworkers, Local 1, Florida, has been a labor organization within the meaning of Section 2(5) of the Act at all times since at least May 1, 2004.
3. Since June 2009, and continuing until present, Aleksei Feliz has held the position of Safety Director of Respondent, has had the authority to hire, discharge, and discipline

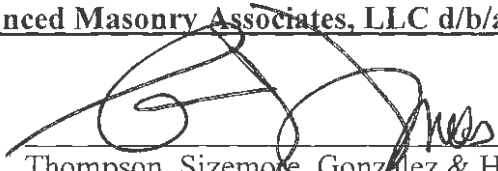


employees, and has been a supervisor of Respondent within the meaning of Section 2(11) of the Act and an agent of Respondent within the meaning of Section 2(13) of the Act.

4. Respondent employed employees at a jobsite located at Bethune-Cookman University in Daytona Beach, Florida (the BCU jobsite), from November 9, 2014, to June 19, 2016.
5. Respondent employed employees at a jobsite located at the Westshore Yacht Club in Tampa, Florida (the WYC jobsite), from July 27, 2014, to September 18, 2016.
6. Respondent employed employees at a jobsite located at the University of Tampa in Tampa, Florida (the UT jobsite), from April 17, 2016, to July 24, 2016 .
7. Brent McNett was a foreman of Respondent at the BCU jobsite from May 17, 2015, to April 24, 2016, and during that time he had the authority to assign, discharge and discipline employees, and was a supervisor of Respondent within the meaning of Section 2(11) of the Act and an agent of Respondent within the meaning of Section 2(13) of the Act.
8. Brent McNett was a foreman at the UT jobsite from April 17, 2016, to July 24, 2016, and during that time he had the authority to assign, discharge and discipline employees, and was a supervisor of Respondent within the meaning of Section 2(11) of the Act and an agent of Respondent within the meaning of Section 2(13) of the Act.
9. Mario Morales was a foreman at the UT jobsite from the week ending April 17, 2016, to the week ending July 3, 2016, and during that time he had authority to assign, discharge and discipline employees, and was a supervisor of Respondent within the meaning of Section 2(11) of the Act and an agent of Respondent within the meaning of Section 2(13) of the Act.

**Advanced Masonry Associates, LLC d/b/a Advanced Masonry Systems**

By:


  
Thompson, Sizemore, Gonzalez & Hearing, P.A.  
Counsel for Respondent

Date:

2/6/17

**Bricklayers and Allied Craftworkers, Local 8 Southeast**

By:


  
Kimberly C. Walker, Esq.  
Kimberly C. Walker, P.C.  
Counsel for the Union

Date:

2/6/17

**Counsel for the General Counsel**

By:

  
Caroline Leonard, Esq.  
National Labor Relations Board, Region 12

Date:

2/6/17

CASE NO. 18-14163

**UNITED STATES COURT OF APPEALS  
FOR THE ELEVENTH CIRCUIT**

ADVANCED MASONRY ASSOCIATES, LLC  
d/b/a Advanced Masonry Services

(Petitioner/Appellant)

vs.

NATIONAL LABOR RELATIONS BOARD

(Respondent/Appellee)

A Petition for Review of an Order of the National Labor Relations Board

N.L.R.B. Case No. 12-CA-221114

---

**Tab No: 70**

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UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD  
**RC PETITION**

DO NOT WRITE IN THIS SPACE

Case No.

12-RG-175179

Date Filed

4/29/16

**INSTRUCTIONS:** Unless e-Filed using the Agency's website, [www.nlrb.gov](http://www.nlrb.gov), submit an original of this Petition to an NLRB office in the Region in which the employer concerned is located. The petition must be accompanied by both a showing of interest (see 6b below) and a certificate of service showing service on the employer and all other parties named in the petition of: (1) the petition; (2) Statement of Position form (Form NLRB-505); and (3) Description of Representation Case Procedures (Form NLRB 4812). The showing of interest should only be filed with the NLRB and should not be served on the employer or any other party.

**1. PURPOSE OF THIS PETITION: RC-CERTIFICATION OF REPRESENTATIVE** - A substantial number of employees wish to be represented for purposes of collective bargaining by Petitioner and Petitioner desires to be certified as representative of the employees. The Petitioner alleges that the following circumstances exist and requests that the National Labor Relations Board proceed under its proper authority pursuant to Section 9 of the National Labor Relations Act.

2a. Name of Employer  
Advanced Masonry Systems

2b. Address(es) of Establishment(s) involved (Street and number, city, State, ZIP code)  
5403 Ashton Ct; Sarasota, FL 34233

3a. Employer Representative - Name and Title  
Ronald D. Karp

3b. Address (if same as 2b - state same)  
Same

3c. Tel. No.  
(941) 928-3155

3d. Cell No.

3e. Fax No.

3f. E-Mail Address  
Ron@advmasonry.com

4a. Type of Establishment (Factory, store, wholesaler, etc.)  
Construction

4b. Principal product or service  
Masonry

4c. City and State where unit is located:  
Tampa, FL

5a. Description of Unit Involved

Included: All bricklayers employed by the Employer

Excluded: All office and clerical employees, professional employees, guards and supervisors as defined in the Act.

5b. No. of Employees in Unit:  
Approximately 25

5c. Do a substantial number (30% or more) of the employees in the unit wish to be represented by the Petitioner? Yes ☒ No ☐

Check One: ☐ 7a. Request for recognition as Bargaining Representative was made on (Date) \_\_\_\_\_ and Employer declined recognition on or about \_\_\_\_\_ (Date) (If no reply received, so state).

☒ 7b. Petitioner is currently recognized as Bargaining Representative and desires certification under the Act.

8a. Name of Recognized or Certified Bargaining Agent (if none, so state).  
Bricklayers and Allied Craftworkers Local 8 Southeast

8b. Address  
2822 Sidco Drive; Nashville, TN 37204

8c. Tel. No.  
615-255-6000

8d. Cell No.  
251-327-8984

8e. Fax No.  
615-730-5882

8f. E-Mail Address  
jsmith@baccsoutheast.org

8g. Affiliation, if any

International Union of Bricklayers and Allied Craftworkers, AFL-CIO

8h. Date of Recognition or Certification  
May 1988

8i. Expiration Date of Current or Most Recent Contract, if any (Month, Day, Year)  
April 30, 2017

9. Is there now a strike or picketing at the Employer's establishment(s) involved? No. If so, approximately how many employees are participating? \_\_\_\_\_  
(Name of labor organization) \_\_\_\_\_, has picketed the Employer since (Month, Day, Year) \_\_\_\_\_.

10. Organizations or individuals other than Petitioner and those named in Items 8 and 9, which have claimed recognition as representatives and other organizations and individuals known to have a representative interest in any employees in the unit described in Item 5b above. (If none, so state)  
None

10a. Name

10b. Address

10c. Tel. No.

10d. Cell No.

10e. Fax No.

10f. E-Mail Address

11. Election Details: If the NLRB conducts an election in this matter, state your position with respect to any such election.

11a. Election Type: ☐ Manual ☒ Mail ☐ Mixed Manual/Mail

11b. Election Date(s):  
May 25, 2016

11c. Election Time(s):  
Not Applicable

11d. Election Location(s):  
Not Applicable

12a. Full Name of Petitioner (including local name and number)  
Bricklayers and Allied Craftworkers Local 8 Southeast

12b. Address (street and number, city, state, and ZIP code)  
2822 Sidco Drive; Nashville, TN 37204

12c. Full name of national or international labor organization of which Petitioner is an affiliate or constituent (if none, so state)  
International Union of Bricklayers and Allied Craftworkers, AFL-CIO

12d. Tel. No.  
615-255-6000

12e. Cell No.  
251-327-8984

12f. Fax No.  
615-730-5882

12g. E-Mail Address  
jsmith@baccsoutheast.org

13. Representative of the Petitioner who will accept service of all papers for purposes of the representation proceeding.

13a. Name and Title  
Kimberly C. Walker, Legal Counsel

13b. Address (street and number, city, state, and ZIP code)  
14438 Scario Hwy, 9th Floor, AL 36532

13c. Tel. No.  
251-928-8481

13d. Cell No.  
251-510-8907

13e. Fax No.  
251-928-8481

13f. E-Mail Address  
kwalker@kcwlawfirm.com

I declare that I have read the above petition and that the statements are true to the best of my knowledge and belief.

Name (Print)  
M. Jay Smith

Signature  
M. Jay Smith

Title  
President

Date  
April 28, 2016

WILLFUL FALSE STATEMENTS ON THIS PETITION CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD  
NOTICE

Cases 12-RC-175179 and 12-CA-176715

The issuance of the notice of formal hearing in this case does not mean that the matter cannot be disposed of by agreement of the parties. On the contrary, it is the policy of this office to encourage voluntary adjustments. The examiner or attorney assigned to the case will be pleased to receive and to act promptly upon your suggestions or comments to this end.

An agreement between the parties, approved by the Regional Director, would serve to cancel the hearing. However, unless otherwise specifically ordered, the hearing will be held at the date, hour, and place indicated. Postponements **will not be granted** unless good and sufficient grounds are shown **and** the following requirements are met:

- (1) The request must be in writing. An original and two copies must be filed with the Regional Director when appropriate under 29 CFR 102.16(a) or with the Division of Judges when appropriate under 29 CFR 102.16(b).
- (2) Grounds must be set forth in **detail**;
- (3) Alternative dates for any rescheduled hearing must be given;
- (4) The positions of all other parties must be ascertained in advance by the requesting party and set forth in the request; and
- (5) Copies must be simultaneously served on all other parties (listed below), and that fact must be noted on the request.

Except under the most extreme conditions, no request for postponement will be granted during the three days immediately preceding the date of hearing.

Gregory A. Hearing, Esq.  
Shands at the University of Florida  
P. O. Box 639  
Tampa, Florida 33601-0639

Ronald D. Karp  
Advanced Masonry Associates, L.L.C d/b/a  
Advanced Masonry Systems  
5403 Ashton Ct.  
Sarasota, Florida 34233-3404

Charles J. Thomas, Esq.  
201 N. Franklin Street, Suite 1600  
Tampa, Florida 33602-0050

Kimberly C. Walker, Esq.  
Kimberly C. Walker, P.C.  
14438 Scenic Highway 98  
Fairhope, AL 36532-5962

Marvin Jay Smith, Rep.  
Bricklayers and Allied Craftworkers  
Local 8 Southeast  
2922 Sidco Dr.  
Nashville, TN 37204-3759



UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD  
REGION 12



|   |                          |
|---|--------------------------|
| <b>Advanced Masonry Systems</b><br><b>Employer</b><br><br><b>and</b><br><b>Bricklayers and Allied Craftworkers Local 8</b><br><b>Southeast</b><br><br><b>Petitioner</b> | <b>Case 12-RC-175179</b> |
|---|--------------------------|

**AFFIDAVIT OF SERVICE OF: Petition dated April 29, 2016**

I depose and say that on **April 29, 2016**, I served the above-entitled document(s) by post-paid regular mail upon the following persons, addressed to them at the following addresses:

Ronald D. Karp  
Advanced Masonry Systems  
5403 Ashton Ct  
Sarasota, FL 34233-3404

Gregory A. Hearing, Esq.  
Thompson, Sizemore, Gonzalez & Hearing  
P.O. Box 639  
Tampa, FL 33601-0639

April 29, 2016  
Date

IDA THOMAS, Designated Agent of NLRB  
Name

/s/ Ida Thomas

Signature

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**STIPULATED ELECTION AGREEMENT**

Advanced Masonry Associates, L.L.C.  
d/b/a Advanced Masonry Systems

Case 12-RC-175179

The parties **AGREE AS FOLLOWS:**

**1. PROCEDURAL MATTERS.** The parties waive their right to a hearing and agree that any notice of hearing previously issued in this matter is withdrawn, that the petition is amended to conform to this Agreement, and that the record of this case shall include this Agreement and be governed by the Board's Rules and Regulations.

**2. COMMERCE.** The Employer is engaged in commerce within the meaning of Section 2(6) and (7) of the National Labor Relations Act and a question affecting commerce has arisen concerning the representation of employees within the meaning of Section 9(c).

Advanced Masonry Associates, L.L.C. d/b/a Advanced Masonry Systems, a Florida limited liability corporation, is a commercial masonry and concrete sub-contractor engaged in the construction industry, primarily in the State of Florida. During the past 12-month period ending April 29, 2016, a representative period of time, the Employer purchased and received goods and supplies from outside the State of Florida in excess of \$50,000.00, which goods and supplies were shipped directly to the Employer's place of business and facilities in the State of Florida.

**3. LABOR ORGANIZATION.** The Petitioner is an organization in which employees participate, and which exists for the purpose, in whole or in part, of dealing with employers concerning grievances, labor disputes, wages, rates of pay, hours of employment, or conditions of work and is a labor organization within the meaning of Section 2(5) of the Act.

**4. ELECTION.** The election will be conducted by mail. The mail ballots will be mailed to employees employed in the appropriate collective-bargaining unit from the office of the National Labor Relations Board, Region 12, on May 25, 2016. Voters must return their mail ballots so that they will be received in the National Labor Relations Board, Region 12 office by close of business on June 8, 2016. The mail ballots will be counted at the Region 12 office located at 201 E Kennedy Blvd Ste 530, Tampa, FL 33602-5824 at 10:00 a.m. on June 9, 2016.

To help avoid the untimely return of a ballot, any person who has not received a ballot by June 1, 2016, or otherwise requires a duplicate mail ballot kit should contact the Region 12 office in order to arrange for another mail ballot kit to be sent to that employee.

**5. UNIT AND ELIGIBLE VOTERS.** The following unit is appropriate for the purposes of collective bargaining within the meaning of Section 9(b) of the Act:

INCLUDED: All bricklayers and/or masons employed by the Employer.

EXCLUDED: All other employees, office and clerical employees, professional employees, guards and supervisors as defined in the Act.

Those eligible to vote in the election are employees in the above unit who were employed during the **payroll period ending April 29, 2016**, including employees who did not work during that period because they were ill, on vacation, or were temporarily laid off.

Initials: mw

Also eligible to vote are all employees in the unit(s) who either (1) were employed a total of 30 working days or more within the 12 months preceding the election eligibility date or (2) had some employment in the 12 months preceding the election eligibility date and were employed 45 working days or more within the 24 months immediately preceding the election eligibility date. However, employees meeting either of those criteria who were terminated for cause or who quit voluntarily prior to the completion of the last job for which they were employed, are not eligible.

Employees engaged in any economic strike, who have retained their status as strikers and who have not been permanently replaced are also eligible to vote. In addition, employees engaged in an economic strike which commenced less than 12 months before the election date, who have retained their status as strikers but who have been permanently replaced, as well as their replacements are eligible to vote. Employees who are otherwise eligible but who are in the military services of the United States may vote by mail as described above in paragraph 4.

Ineligible to vote are (1) employees who have quit or been discharged for cause after the designated payroll period for eligibility, (2) employees engaged in a strike who have been discharged for cause since the commencement thereof and who have not been rehired or reinstated before the election date, and (3) employees engaged in an economic strike which began more than 12 months before the election date who have been permanently replaced.

**6. VOTER LIST.** Within 2 business days after the Regional Director has approved this Agreement, the Employer must provide to the Regional Director and all of the other parties a voter list of the full names, work locations, shifts, job classifications, and contact information (including home addresses, available personal email addresses, and available personal home and cellular telephone numbers) of all eligible voters. The Employer must also include, in a separate section of that list, the same information for those individuals whom the parties have agreed should be permitted to vote subject to challenge. The list must be filed in common, everyday electronic file formats that can be searched. Unless otherwise agreed to by the parties, the list must be provided in a table in a Microsoft Word file (.doc or docx) or a file that is compatible with Microsoft Word (.doc or docx). The first column of the list must begin with each employee's last name and the list must be alphabetized (overall or by department) by last name. The font size of the list must be the equivalent of Times New Roman 10 or larger. That font does not need to be used but the font must be that size or larger. When feasible, the list must be filed electronically with the Regional Director and served electronically on the parties. The Employer must file with the Regional Director a certificate of service of the list on all parties.

**7. THE BALLOT.** The Regional Director, in his or her discretion, will decide the language(s) to be used on the election ballot. All parties should notify the Region as soon as possible of the need to have the Notice of Election and/or ballots translated. The question on the ballot will be "Do you wish to be represented for purposes of collective bargaining by Bricklayers and Allied Craftworkers Local 8 Southeast?" The choices on the ballot will be "Yes" or "No".

**8. NOTICE OF ELECTION.** The Regional Director, in his or her discretion, will decide the language(s) to be used on the Notice of Election. The Employer must post copies of the Notice of Election in conspicuous places, including all places where notices to employees in the unit are customarily posted, at least three (3) full working days prior to 12:01 a.m. of the day of the election. The Employer must also distribute the Notice of Election electronically, if the Employer customarily communicates with employees in the unit electronically. Failure to post or distribute the Notice of Election as required shall be grounds for setting aside the election whenever proper and timely objections are filed.

Initials: lw



**9. ACCOMMODATIONS REQUIRED.** All parties should notify the Region as soon as possible of any voters, potential voters, or other participants in this election who have handicaps falling within the provisions of Section 504 of the Rehabilitation Act of 1973, as amended, and 29 C.F.R. 100.503, and who in order to participate in the election need appropriate auxiliary aids, as defined in 29 C.F.R. 100.503, and request the necessary assistance.

**10. OBSERVERS.** Each party may station an equal number of observers at the ballot count to assist in the election, to challenge the eligibility of voters, and to verify the tally.

**11. TALLY OF BALLOTS.** Upon conclusion of the election, the ballots will be counted and a tally of ballots prepared and immediately made available to the parties.

**12. POSTELECTION AND RUNOFF PROCEDURES.** All procedures after the ballots are counted shall conform with the Board's Rules and Regulations.

**Advanced Masonry Associates, L.L.C.**  
**d/b/a Advanced Masonry Systems**  
\_\_\_\_\_  
(Employer)

By \_\_\_\_\_  
(Name) (Date)

**Bricklayers and Allied Craftworkers**  
**Local 8 Southeast**  
\_\_\_\_\_  
(Petitioner)

By Wm C. Walker 5/6/2016  
(Name) (Date)

\_\_\_\_\_  
(Union)

By \_\_\_\_\_  
(Name) (Date)

Recommended: Mark T. Heaton MAY 6, 2016  
MARK T. HEATON, Field Examiner  
(Date)

Date approved: \_\_\_\_\_

Theresa S. [Signature]  
Regional Director, Region 12  
National Labor Relations Board

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**STIPULATED ELECTION AGREEMENT**

**Advanced Masonry Associates, L.L.C.**  
**d/b/a Advanced Masonry Systems**

**Case 12-RC-175179**

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Ineligible to vote are (1) employees who have quit or been discharged for cause after the designated payroll period for eligibility, (2) employees engaged in a strike who have been discharged for cause since the commencement thereof and who have not been rehired or reinstated before the election date, and (3) employees engaged in an economic strike which began more than 12 months before the election date who have been permanently replaced.

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Initials: 

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**10. OBSERVERS.** Each party may station an equal number of observers at the ballot count to assist in the election, to challenge the eligibility of voters, and to verify the tally.

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**12. POSTELECTION AND RUNOFF PROCEDURES.** All procedures after the ballots are counted shall conform with the Board's Rules and Regulations.

**Advanced Masonry Associates, L.L.C.  
d/b/a Advanced Masonry Systems**

(Employer)

By

(Name)

(Date)

**Bricklayers and Allied Craftworkers  
Local 8 Southeast**

(Petitioner)

By

(Name)

(Date)

(Union)

By

(Name)

(Date)

Recommended:

Mark T. Heaton MAY 6, 2016  
MARK T. HEATON, Field Examiner  
(Date)

Date approved:

William J. ...  
Regional Director, Region 12  
National Labor Relations Board



UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD

ADVANCED MASONRY ASSOCIATES, L.L.C.  
d/b/a ADVANCED MASONRY SYSTEMS

Employer

and

BRICKLAYERS AND ALLIED CRAFTWORKERS  
LOCAL 8 SOUTHEAST

Petitioner

Case: 12-RC-175179

Date Filed  
4/29/16

Date Issued JUNE 9, 2016

Type of Election:  
(Check one:)

- ☒ Stipulation  
☐ Board Direction  
☐ Consent Agreement  
☐ RD Direction  
Incumbent Union (Code)

(If applicable check  
either or both:)

- ☐ 8 (b) (7)  
☒ Mail Ballot

TALLY OF MAIL BALLOTS

The undersigned agent of the Regional Director certifies that the results of the tabulation of ballots cast in the election held in the above case, and concluded on the date indicated above, were as follows.

1. Approximate number of eligible voters..... 110  
2. Number of Void ballots ..... 2  
3. Number of Votes cast for.....PETITIONER..... 16  
4. Number of Votes cast for..... 1  
5. Number of Votes cast for..... 1  
6. Number of Votes cast against participating labor organization(s) ..... 16  
7. Number of Valid votes counted (sum of 3, 4, 5, and 6) ..... 32  
8. Number of Challenged ballots ..... 22  
9. Number of Valid votes counted plus challenged ballots (sum of 7 and 8) ..... 54  
10. Challenges are ~~(not)~~ sufficient in number to affect the results of the election.  
11. A majority of the valid votes counted plus challenged ballots (item 9) has (not) been cast for .....  
PETITIONER

For the Regional Director  
Region 12

*[Signature]*

The undersigned acted as authorized observers in the counting and tabulating of ballots indicated above. We hereby certify that the counting and tabulating were fairly and accurately done, that the secrecy of the ballots was maintained, and that the results were as indicated above. We also acknowledge service of this tally.

For EMPLOYER

ADVANCED MASONRY ASSOCIATES, L.L.C. d/b/a  
ADVANCED MASONRY SYSTEMS

For PETITIONER

BRICKLAYERS AND ALLIED CRAFTWORKERS  
LOCAL 8 SOUTHEAST

For

For



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 12  
201 E Kennedy Blvd., St. 530  
Tampa, FL 33602-5824

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (813)228-2641  
Fax: (813)228-2874

June 10, 2016

[ghearing@tsghlaw.com](mailto:ghearing@tsghlaw.com)  
Gregory A. Hearing, Esq.  
Thompson, Sizemore & Gonzalez, Hearing  
P.O. Box 639  
Tampa, FL 33601-0639

[kwalker@kcwlawfirm.com](mailto:kwalker@kcwlawfirm.com)  
Kimberly C. Walker, Esq.  
Kimberly C. Walker, P.C.  
14438 Scenic Highway 98  
Fairhope, AL 36532-5962

Re: Advanced Masonry Associates, L.L.C.  
d/b/a Advanced Masonry Systems  
Case 12-RC-175179

Dear Mr. Hearing and Ms. Walker:

As you are aware, the challenged ballots cast in the election conducted in the above matter are sufficient in number to affect the results. The below summary shows the voters that were challenged and the reasons:

| NAME             | CHALLENGED BY | REASON               |
|------------------|---------------|----------------------|
| Acevedo, Luis A. | Employer      | Discharged for Cause |
| Barlow, Jacob    | Employer      | Employee Quit        |
| Canfield, Brian  | Union         | Statutory Supervisor |
| Carney, Marc     | Union         | Statutory Supervisor |
| Clark, Jeremy    | Employer      | Employee Quit        |
| Dutton, Robert   | Union         | Statutory Supervisor |
| Greenlee, Forest | Employer      | Quit                 |
| Hale, Coy        | Union         | Statutory Supervisor |
| Hickey, Dustin   | Employer      | Quit                 |

**RD**  
~~GENERAL COUNSEL~~ EXHIBIT NO.

1(e)

| NAME               | CHALLENGED BY           | REASON                                  |
|--------------------|-------------------------|---|
| McNett, Brent      | Union                   | Statutory Supervisor                    |
| Morales, Mario Sr. | Union                   | Statutory Supervisor                    |
| Smith, John        | Employer                | Discharged for Cause                    |
| Stevenson, Walter  | Employer                | Discharged for Cause                    |
| Wolosz, Todd       | Union                   | Statutory Supervisor                    |
| Almond, David      | Employer<br>Board agent | Discharged for Cause<br>Not on the list |
| Baker, Robert      | Employer<br>Board agent | Quit<br>Not on the list                 |
| France, Mark       | Employer<br>Board agent | Quit<br>Not on the list                 |
| Harvey, Robert     | Employer<br>Board agent | Discharged for Cause<br>Not on the list |
| Pearson, Raymond   | Employer<br>Board agent | Discharged for Cause<br>Not on the list |
| Pretsch, Robert    | Employer<br>Board agent | Quit<br>Not on the list                 |
| Reed, George       | Employer<br>Board agent | Quit<br>Not on the list                 |
| Wrench, David      | Employer<br>Board agent | Quit<br>Not on the list                 |

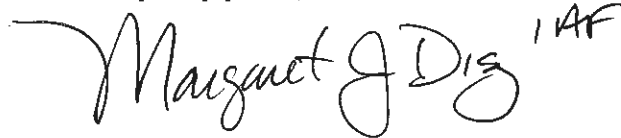
**Investigator:** The investigation of the challenged ballots has been assigned to Field Examiner MARK T. HEATON, whose telephone number is (813)228-2670.

**Requested Information:** Please provide a statement of position with respect to the challenge of each voter listed above explaining why each of the challenged individuals is or is not eligible to vote in the election **together with all evidence you have in support of your position**. This submission should be received by this office by June 17, 2016. While we strongly urge submission by e-Filing (not e-mailing) through our website, [www.nlr.gov](http://www.nlr.gov), we will also accept timely filed paper documents.

**Potential Hearing Date:** If I determine that the challenged ballots raise substantial and material factual issues, I will schedule a hearing for June 30, 2016 or as soon as practicable thereafter, unless the parties agree to an earlier date or I consolidate this proceeding with an unfair labor practice proceeding before an Administrative Law Judge. The hearing will continue from day to day until completed unless I conclude that extraordinary circumstances warrant otherwise.

If you have any questions concerning the above, please feel free to contact me or Field Examiner HEATON.

Very truly yours,



Margaret J. Diaz  
Regional Director

i.t.

cc: Ronald D. Karp  
Advanced Masonry Associates, L.L. C.  
d/b/a Advanced Masonry Systems  
5403 Ashton Ct  
Sarasota, FL 34233-3404

Marvin Jay Smith  
Bricklayers and Allied Craftworkers Local  
8 Southeast  
2922 Sidco Dr.  
Nashville, TN 37204-3759



**UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD  
REGION TWELVE**

**ADVANCED MASONRY  
ASSOCIATES, LLC. d/b/a  
ADVANCED MASONRY SYSTEMS,**

**Employer,**

**and,**

**BRICKLAYERS AND ALLIED  
CRAFTWORKERS, LOCAL 8-  
SOUTHEAST**

**Petitioner.**

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**Case No. RC-12-175179**

**PETITIONER'S POST-ELECTION OBJECTIONS**

Petitioner, BAC Local 8 Southeast [hereinafter "Petitioner" or "Union"], through undersigned counsel, and pursuant to Section 102.69(a) of the National Labor Relations Board's Rules and Regulations files the following Petitioner's Objections to the Conduct of the Election and to Conduct Affecting the Results of the Election in the above-styled matters. Petitioner requests that its seven (7) challenges to voters in the election on the basis of supervisory status be sustained; and, that the Board's and Employer's fifteen (15) collective challenges to voters in the election be overruled. Alternatively, if the Petitioner does not prevail in the election once the challenges are resolved, Petitioner requests that the election be set aside and a new election ordered as a result of the Employer's objectionable conduct affecting the results of the election.

**Objections**

1. Employer, by and through its agent(s), terminated an employee for his Union activities in violation of Section 8(a)(3). This termination of a union supporter, threatened, intimidated and coerced eligible voters rendering them unable to exercise free choice of a bargaining agent in the election.

Petitioner will submit supporting evidence for this objection separately within the time provided by the NLRB Rules and Regulations.

2. Employer, by and through its agent(s), threatened, coerced and intimidated employees by stricter enforcement of work rules rendering eligible voters unable to exercise their free choice of a bargaining unit agent in the election.

Petitioner will submit supporting evidence for this objection separately within the time provided by the NLRB Rules and Regulations.

3. Employer, by and through its agent(s), interrogated employees about their union activities and sentiments. This interrogation threatened, coerced and intimidated eligible voters rendering them unable to exercise their free choice of a bargaining unit agent in the election.

Petitioner will submit supporting evidence for this objection separately within the time provided by the NLRB Rules and Regulations.

4. Employer, by and through its agent(s) provided an *Excelsior* list that was inaccurate and incomplete, including but not limited to providing incorrect addresses for eligible voters and completely omitting eligible voters. Employer's failure to provide correct addresses both disenfranchised eligible voters and interfered with Petitioner's access to eligible voters during the campaign. The complete omission of eligible employees from the *Excelsior* list in

the context of a mail ballot election completely disenfranchised eligible voters and denied the Petitioner an opportunity to communicate with these eligible voters.

Petitioner will submit supporting evidence for this objection separately within the time provided by the NLRB Rules and Regulations.

5. Employer was permitted to include an additional employee on the *Excelsior* list after the time permitted for producing the *Excelsior* list. The inclusion of an employee combined with the omission of seven (7) other employees raises suspicion of the reliability of the *Excelsior* list. Irregularities in the *Excelsior* list in the context of a mail ballot election affects the result of the election and interferes with the requisite laboratory conditions required for elections.

Petitioner will submit supporting evidence for this objection separately within the time provided by the NLRB Rules and Regulations.

6. Employer, by and through its agent(s), offered free health insurance to an eligible voter. This action coerced eligible voters rendering them unable to exercise their free choice of a bargaining unit agent in the election.

Petitioner will submit supporting evidence for this objection separately within the time provided by the NLRB Rules and Regulations.

7. Employer violated Section 8(a)(5) by unilaterally changing the terms and conditions of employment during the term of a Section 8(f) collective bargaining agreement with Petitioner. This action undermined the Union's position as the bargaining representative of eligible voters. This conduct was intimidating and coercive and interfered with the laboratory conditions required for the election.

Petitioner will submit supporting evidence for this objection separately within the time provided by the NLRB Rules and Regulations.

8. Employer, by and through its representative, threatened employees that wages would decrease if the Union won the election. These statements threatened, coerced and intimidated employees rendering eligible voters unable to exercise their free choice of a bargaining unit agent in the election.

Petitioner will submit supporting evidence for this objection separately within the time provided by the NLRB Rules and Regulations.

9. Employer, by and through its representatives, discriminatorily applied its solicitation policy to Petitioner.

Petitioner will submit supporting evidence for this objection separately within the time provided by the NLRB Rules and Regulations.

10. Employer changed terms and conditions of employment during the election and while a question of representation existed by failing to make required contributions to affiliated fringe benefit plans before the expiration of the collective bargaining agreement. By these actions, Employer threatened, coerced and intimidated employees rendering eligible voters unable to exercise their free choice of a bargaining unit agent in the election.

By these and other acts and conduct, the employees were misled, interfered with, intimidated, restrained, confused and coerced, thus rendering them unable to exercise free choice of a bargaining agent in the election and destroying the laboratory conditions necessary to the holding of a free election.

Petitioner will submit supporting evidence for this objection separately within the time



provided by the NLRB Rules and Regulations.

WHEREFORE, if Petitioner does not prevail in the election after the challenges are resolved, the Petitioner requests that the election be set aside and a new election directed.

Respectfully submitted,

A handwritten signature in black ink, reading "Kimberly C. Walker". The signature is written in a cursive, flowing style. Below the signature is a horizontal line.

Kimberly C. Walker  
14438 Scenic Highway 98  
Fairhope, AL 36532  
251-928-8461  
kwalker@kcwlawfirm.com

CERTIFICATE OF SERVICE

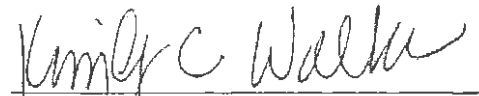
I hereby certify that a copy of the above foregoing Petitioner Post Election Objections has been filed electronically with the Regional Director on the date specified below:

National Labor Relations Board  
Region 12  
Attn: Margaret J. Diaz, Regional Director  
South Trust Plaza  
201 East Kennedy Blvd.  
Suite 530  
Tampa, FL 33602-5824

I further certify that pursuant to 29 C.F.R. §102.114(i), the expedited service rules have been complied with by service of the above and forgoing pleading to those below, via the specified method noted :

Charles Thomas, Esq.  
Thompson, Sizemore, Gonzalez, & Hearing, P.A.  
201 North Franklin Street, Suite 1600  
Post Office Box 639 (33601)  
Tampa, Florida 33602  
(813) 273-0050  
CThomas@tsghlaw.com

This 16<sup>th</sup> day of June, 2016

  
Kimberly C. Walker



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 12  
201 E Kennedy Blvd., Ste. 530  
Tampa, FL 33602-5824

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (813)228-2641  
Fax: (813)228-2874

June 20, 2016

Gregory A. Hearing, Esq.  
Thompson, Sizemore & Gonzalez, Hearing  
P.O. Box 639  
Tampa, FL 33601-0639  
[ghearing@tsghlaw.com](mailto:ghearing@tsghlaw.com)

Re: Advanced Masonry Associates, L.L.C.  
d/b/a Advanced Masonry Systems  
Case 12-RC-175179

Dear Mr. Hearing:

Enclosed is a copy of the objections to the election in the above matter that Bricklayers and Allied Craftworkers, Local 8-Southeast filed on June 16, 2016.

Pursuant to Section 102.69 of the Board's Rules and Regulations, if I determine that the evidence described in the objecting party's offer of proof could be grounds for setting aside the election if introduced at a hearing, I will transmit to the parties and their designated representatives a Notice of Hearing scheduling a hearing before a hearing officer. The anticipated hearing will be set for June 30, 2016 or as soon as practicable thereafter, unless the parties agree to an earlier date or I consolidate this proceeding with an unfair labor practice proceeding before an administrative law judge. The hearing will continue from day to day until completed unless I conclude that extraordinary circumstances warrant otherwise.

If you have any questions or wish to discuss this matter, please contact Field Examiner MARK T. HEATON, whose telephone number is (813) 228-2670.

Very truly yours,

A handwritten signature in black ink that reads "Margaret J. Diaz" followed by a stylized flourish.

Margaret J. Diaz  
Regional Director

i.t.  
cc: Ronald D. Karp  
Advanced Masonry Associates, L.L.C. d/b/a  
Advanced Masonry Systems  
5403 Ashton Ct.  
Sarasota, FL 34233-3155  
[ron@advmasonry.com](mailto:ron@advmasonry.com)

Enclosure: Copy of Objections

**RD**  
~~GENERAL COUNSEL~~ EXHIBIT NO.

1(h)



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 12  
201 E Kennedy Blvd, Ste. 530  
Tampa, FL 33602-5824

Agency Website:  
[www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (813)228-2641  
Fax: (813)228-2874

June 20, 2016

Kimberly C. Walker, Esq.  
Kimberly C. Walker, P.C.  
14438 Scenic Highway 98  
Fairhope, AL 36532-5962  
[kwalker@kcwlawfirm.com](mailto:kwalker@kcwlawfirm.com)

Re: Advanced Masonry Associates, L.L.C.  
d/b/a Advanced Masonry Systems  
Case 12-RC-175179

Dear Ms. Walker:

This will acknowledge receipt of the objections you filed in the above-referenced case.

If I determine that the evidence described in your offer of proof would not constitute grounds for setting aside the election if introduced at a hearing, I will issue a decision disposing of the objections. However, if I determine that the evidence described in the offer of proof could be grounds for setting aside the election if introduced at a hearing, I will transmit to the parties and their designated representatives a Notice of Hearing before a hearing officer at a place and time fixed therein. Unless consolidated with an unfair labor practice proceeding, the anticipated hearing will be set for June 30, 2016 or as soon as practicable thereafter, unless the parties agree to an earlier date.

If you have any questions or wish to discuss this matter, please contact Field Examiner MARK T. HEATON, whose telephone number is (813) 228-2670.

Very truly yours,

A handwritten signature in black ink that reads "Margaret J. Diaz" followed by the letters "IAF" in a larger, stylized font.

Margaret J. Diaz  
Regional Director

i.t.

cc: Marvin Jay Smith  
Bricklayers and Allied Craftworkers Local 8-Southeast  
2922 Sidco Drive  
Nashville, TN 37204-3759

Enclosure: Copy of Objections



UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD  
REGION 12

ADVANCED MASONRY ASSOCIATES, LLC d/b/a  
ADVANCED MASONRY SYSTEMS

Employer

and

Case 12-RC-175179

BRICKLAYERS AND ALLIED CRAFTWORKERS,  
LOCAL 8 - SOUTHEAST

Petitioner

STIPULATION

It is hereby stipulated and agreed by and between Advanced Masonry Associates, LLC d/b/a Advanced Masonry Systems (the Employer) and Bricklayers and Allied Craftworkers Local 8 – Southeast (the Petitioner), regarding certain challenged ballots cast in the mail ballot election and counted on June 9, 2016, as follows:

1. The Employer agrees that it shall not contest the Petitioner's challenges to the ballots of Brian Canfield, Marc Carney, Robert Dutton, Coy Hale, Brent McNett, Mario Morales and Todd Wolosz, and agrees that the Region therefore may exclude these seven ballots from the tally of ballots as ineligible voters and their ballots will not be counted. The parties and the Region agree that the foregoing shall not be construed as an admission by the Employer that they are supervisors within the meaning of Section 2(11) of the National Labor Relations Act.



Advanced Masonry Associates, LLC d/b/a Advanced Masonry Systems  
12-RC-175179

---

2. David Almond was not an eligible voter inasmuch as he was discharged for cause as of the time of the election and had no reasonable expectation of recall. The ballot of David Almond will not be counted.

It is further understood that this stipulation is final and binding upon the undersigned parties.

Upon approval of this Stipulation by the Regional Director, the Region will issue a revised Tally of Ballots in this matter.

ADVANCED MASONRY ASSOCIATES, LLC  
d/b/a ADVANCED MASONRY SYSTEMS

BRICKLAYERS AND ALLIED  
CRAFTWORKERS, LOCAL 8 -  
SOUTHEAST

By: \_\_\_\_\_  
Signature Date

By: Vincent Walker 11/8/2016  
Signature Date

APPROVED:

Margaret J. Day 11/17/2016  
Regional Director Date

UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD  
REGION 12

ADVANCED MASONRY ASSOCIATES, LLC d/b/a  
ADVANCED MASONRY SYSTEMS

Employer

and

Case 12-RC-175179

BRICKLAYERS AND ALLIED CRAFTWORKERS,  
LOCAL 8 - SOUTHEAST

Petitioner

**STIPULATION**

It is hereby stipulated and agreed by and between Advanced Masonry Associates, LLC d/b/a Advanced Masonry Systems (the Employer) and Bricklayers and Allied Craftworkers Local 8 – Southeast (the Petitioner), regarding certain challenged ballots cast in the mail ballot election and counted on June 9, 2016, as follows:

1. The Employer agrees that it shall not contest the Petitioner's challenges to the ballots of Brian Canfield, Marc Carney, Robert Dutton, Coy Hale, Brent McNett, Mario Morales and Todd Wolosz, and agrees that the Region therefore may exclude these seven ballots from the tally of ballots as ineligible voters and their ballots will not be counted. The parties and the Region agree that the foregoing shall not be construed as an admission by the Employer that they are supervisors within the meaning of Section 2(11) of the National Labor Relations Act.

Advanced Masonry Associates, LLC d/b/a Advanced Masonry Systems  
12-RC-175179

---

2. David Almond was not an eligible voter inasmuch as he was discharged for cause as of the time of the election and had no reasonable expectation of recall. The ballot of David Almond will not be counted.


It is further understood that this stipulation is final and binding upon the undersigned parties.

Upon approval of this Stipulation by the Regional Director, the Region will issue a revised Tally of Ballots in this matter.

ADVANCED MASONRY ASSOCIATES, LLC  
d/b/a ADVANCED MASONRY SYSTEMS

BRICKLAYERS AND ALLIED  
CRAFTWORKERS, LOCAL 8 -  
SOUTHEAST

By:

  
Signature


11/8/16  
Date

By:

Signature

Date

APPROVED:

  
Regional Director

11/17/2016  
Date



FORM NLRB-4168  
(12-82)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARDADVANCED MASONRY ASSOCIATES, L.L.C.  
d/b/a ADVANCED MASONRY SYSTEMS  
Employer

and

BRICKLAYERS AND ALLIED  
CRAFTWORKERS LOCAL 8 SOUTHEAST  
PetitionerCase 12-RC-175179  
Date  
Issued November 17, 2016Date  
Filed: 4/29/16

## Type of Election: (Check one:)

- ☐ Consent Agreement
- ☒ Stipulation
- ☐ Board Direction
- ☐ RD Direction

Also check box below  
where appropriate:)☐  
8 (b) (7)REVISED TALLY OF BALLOTS  
(READ)

The undersigned agent of the Regional Director certifies that the resolution of the challenged ballots in accordance with the Stipulation executed by the parties and approved by the Regional Director on November 17, 2016, is as follows:

|   | Original<br>Tally | Challenged<br>Ballots<br>Counted | Final Tally |
|---|-------------------|----------------------------------|-------------|
| Approximate number of eligible voters                               | 110               |                                  |             |
| Number of Void ballots  | 2                 |                                  | 2           |
| Number of Votes cast for<br>PETITIONER                              | 16                |                                  | 16          |
| <del>Number of Votes cast for</del>                                 |                   |                                  |             |
| <del>Number of Votes cast for</del>                                 |                   |                                  |             |
| Number of Votes cast against participating<br>labor organization(s) | 16                |                                  | 16          |
| Number of Valid votes counted                                       | 32                |                                  | 32          |
| Number of undetermined challenged ballots                           | 22                |                                  | 14          |
| Number of Valid votes counted plus challenged<br>ballots            | 54                |                                  | 46          |
| Number of Sustained challenges (voters ineligible)                  | 8                 |                                  |             |

The remaining undetermined challenged ballots, if any, shown in the Final Tally column are (not) sufficient to affect the results of the election.

A majority of the valid votes plus challenged ballots as shown in the Final Tally column has (not) been cast for

For the Regional Director Region 12



The undersigned acted as authorized observers in the counting and tabulating of ballots indicated above. We hereby certify that this counting and tabulating, and the compilation of the Final Tally, were fairly and accurately done, and that the results were as indicated above. We also acknowledge service of this Tally.

For EMPLOYER

ADVANCED MASONRY ASSOCIATES, L.L.C. d/b/a  
ADVANCED MASONRY SYSTEMS

For PETITIONER

BRICKLAYERS AND ALLIED CRAFTWORKERS LOCAL 8  
SOUTHEAST

For

For

GENERAL COUNSEL EXHIBIT NO.

**UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD  
REGION 12**

ADVANCED MASONRY ASSOCIATES, LLC  
d/b/a ADVANCED MASONRY SYSTEMS

Employer

and

Case 12-RC-175179

BRICKLAYERS AND ALLIED CRAFTWORKERS,  
LOCAL 8 SOUTHEAST

Petitioner

ADVANCED MASONRY ASSOCIATES, LLC  
d/b/a ADVANCED MASONRY SYSTEMS

and

Case 12-CA-176715

BRICKLAYERS AND ALLIED CRAFTWORKERS,  
LOCAL 8 SOUTHEAST

**REGIONAL DIRECTOR'S REPORT ON OBJECTIONS AND CHALLENGED  
BALLOTS, ORDER DIRECTING HEARING AND CONSOLIDATING CASES  
AND NOTICE OF HEARING**

The petition in this matter was filed on April 29, 2016, by Bricklayers and Allied Craftworkers, Local 8 Southeast (the Petitioner). Pursuant to a Stipulated Election Agreement, approved on May 6, 2016, an election was conducted via U.S. Mail to determine whether employees of Advanced Masonry Associates, LLC d/b/a Advanced Masonry Systems (the Employer) wish to be represented for purposes of collective bargaining by the Petitioner. The voting unit consists of:

All bricklayers and/or masons employed by the Employer, excluding all other employees, office and clerical employees, professional employees, guards and supervisors as defined in the Act.

The tally of ballots prepared at the conclusion of the election, and issued on June 9, 2016, shows that of approximately 110 eligible voters, there were 2 void ballots, 16 votes were cast for the Petitioner, 16 votes were cast against the Petitioner, and there were 22 challenged ballots. Challenged ballots were sufficient in number to affect the results of the election.

Thereafter, on November 17, 2016, the undersigned Regional Director approved a Stipulation entered into by the Employer and the Petitioner that resolved 8 of the 22 determinative challenged ballots. As set forth in the Stipulation, the challenged ballots cast by David Almond, Brian Canfield, Marc Carney, Robert Dutton, Coy Hale, Brett McNett, Mario Morales and Todd Wolosz were sustained and those individuals were therefore ineligible to vote. Accordingly, a revised Tally of Ballots issued on November 17, 2016, showing that of approximately 110 eligible voters, there were 2 void ballots, 16 votes were cast for the Petitioner, 16 votes were cast against the Petitioner, and there were 14 challenged ballots. The revised Tally of Ballots is attached as Appendix 1. The remaining challenged ballots are sufficient in number to affect the results of the election.

On June 16, 2016, the Petitioner timely filed 10 Objections to conduct affecting the results of the election. A copy of the Objections was served on the Employer. Petitioner's Objections are attached hereto as Appendix 2.

Pursuant to Section 102.69 of the Board's Rules and Regulations, the undersigned caused a preliminary investigation to be made of the issues raised by the Petitioner's Objections and the determinative challenged ballots, during which all parties were afforded an opportunity to submit evidence and their respective positions on the issues involved. The investigation disclosed and the undersigned finds, recommends, and reports as follows:

#### **Determinative Challenged Ballots**

The Employer challenged the ballots cast by Luis A. Acevedo, Robert Harvey, Raymond Pearson, John Smith and Walter Stevenson on the basis that they were discharged for cause. The Employer challenged the ballots cast by Robert Baker, Jacob Barlow, Jeremy Clark, Mark France, Forest Greenlee, Dustin Hickey, Robert Pretsch, George Reed and David Wrench on the basis that they quit their jobs. The Board agent conducting the election challenged the ballots cast by Robert Harvey, Raymond Pearson, Robert Baker, Mark France, Robert Pretsch, George Reed, and David Wrench because they were not on the voter list provided by the Employer.

The challenged ballots cast by Luis A. Acevedo, Robert Harvey, Raymond Pearson, John Smith, Walter Stevenson, Robert Baker, Jacob Barlow, Jeremy Clark, Mark France, Forest Greenlee, Dustin Hickey, Robert Pretsch, George Reed, and David Wrench raise substantial and material issues of fact, which can best be resolved by a hearing.

**Objection Numbers 1, 2, 3, 6, 8 and 9<sup>1</sup>**

In Objection 1, the Petitioner contends that Employer terminated the employment of an employee for his union activities in violation of Section 8(a)(3) of the Act, and that this conduct threatened, intimidated and coerced eligible voters. In Objection 2, the Petitioner contends that the Employer threatened, coerced and intimidated employees by stricter enforcement of work rules. In Objection 3, the Petitioner contends that the Employer interrogated employees about their union activities and sentiments. In Objection 6, the Petitioner contends that the Employer offered free health insurance to an eligible voter. In Objection 8, the Petitioner contends that the Employer threatened employees that wages would decrease if the Union won the election. In Objection No. 9, the Petitioner contends that the Employer, by and through its representatives, discriminatorily applied its solicitation policy to Petitioner. The Petitioner contends that the aforementioned conduct of the Employer threatened, coerced and intimidated employees, rendering eligible voters unable to freely choose a bargaining agent in the election.

The Employer denies having engaged in the conduct alleged in Objections Nos. 1, 2, 3, 6, 8 and 9.

The Petitioner filed an unfair labor practice charge against the Employer in Case 12-CA-176715 on May 20, 2016. Thereafter the Petitioner filed first and second amended charges against the Employer in Case 12-CA-176715 on July 26, 2016, and August 29, 2016, respectively. The second amended charge alleges that the Employer violated Section 8(a)(1) and (3) of the Act. Following an investigation, on October 31, 2016, the undersigned issued a Complaint and Notice of Hearing Case 12-CA-176715 alleging, inter alia, that the Employer violated Section 8(a)(1) and (3) of the Act by the same or similar conduct as the conduct which is the subject of Objections 1, 2, 3, 6, 8 and 9.

I find that Objections 1, 2, 3, 6, 8, and 9 raise substantial and material issues of fact, which can be best resolved by a hearing.

**Objections 4 and 5**

In Objection 4, the Petitioner contends that the Employer provided an *Excelsior* list (voter list) that was inaccurate and incomplete because it contained incorrect addresses for eligible voters and completely omitted eligible voters. The Petitioner asserts that the Employer's failure to provide correct addresses both disenfranchised eligible voters in the mail ballot election, and interfered with the Petitioner's access to and ability to communicate with eligible voters. In Objection 5, the Petitioner contends that the Employer was permitted to include an additional employee on the *Excelsior* list (voter list) after the time permitted for producing the list, that this conduct further raises suspicion about the reliability of the list, and that irregularities in the list in the context of

<sup>1</sup> On October 5, 2016, the Petitioner withdrew Objection Numbers 7 and 10.



a mail ballot election affected the result of the election and interfered with the laboratory conditions required for elections.

The Employer denies having engaged in the conduct alleged in Objection Nos. 4 and 5.

I find that Objections 4 and 5 raise substantial and material issues of fact, which can be best resolved on the basis of record testimony, and a hearing is directed with regard to those objections.

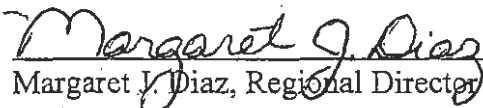
### **ORDER**

Having concluded that the evidence developed by the investigation of challenged ballots cast by Luis A. Acevedo, Robert Harvey, Raymond Pearson, John Smith, Walter Stevenson, Robert Baker, Jacob Barlow, Jeremy Clark, Mark France, Forest Greenlee, Dustin Hickey, Robert Pretsch, George Reed, and David Wrench, and Petitioner's Objections 1 through 6, 8 and 9 raise substantial and material issues of fact which can best be resolved by a hearing, **IT IS ORDERED** that a hearing be held for the purpose of receiving evidence to resolve the issues raised with respect to those challenged ballots and Objections.

**IT IS FURTHER ORDERED**, pursuant to Section 102.33 and 102.72 of the Board's Rules and Regulations of the National Labor Relations Board, Series 8, as amended, that Cases 12-RC-175179 and 12-CA-176715 are consolidated for the purposes of hearing, ruling, and decision by an Administrative Law Judge, and that thereafter Case 12-RC-175179 be transferred to and continued before the Board in Washington, D.C., and that the provisions of Section 102.46 and 102.69 of the above-mentioned Rules and Regulations shall govern the filing of exceptions.

**YOU ARE NOTIFIED THAT** on February 6, 2017, at 10:00 a.m., at the **National Labor Relations Board Hearing Room, 201 East Kennedy Blvd., Suite 530, Tampa, Florida**, and on consecutive days thereafter until concluded, a hearing will be conducted before an administrative law judge of the National Labor Relations Board. At the hearing, Respondent and any other party to this proceeding have the right to appear and present testimony regarding the Complaint in Case 12-CA-176715, and the aforementioned challenged ballots and Petitioner's Objections.

Dated: December 13, 2016

  
Margaret J. Diaz, Regional Director  
National Labor Relations Board, Region 12  
201 East Kennedy Boulevard, Suite 530  
Tampa, Florida 33602-5824

ATTACHMENTS

FORM NLRB-4168  
(12-82)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARDADVANCED MASONRY ASSOCIATES, L.L.C.  
d/b/a ADVANCED MASONRY SYSTEMS  
Employer

and

BRICKLAYERS AND ALLIED  
CRAFTWORKERS LOCAL 8 SOUTHEAST  
PetitionerCase: 12-RC-175179  
Date Issued: November 17, 2016

Date Filed: 4/29/16

## Type of Election: (Check one:)

- ☐ Consent Agreement  
☒ Stipulation  
☐ Board Direction  
☐ RD Direction

Also check box below  
where appropriate:)
☐  
 8 (b) (7)
REVISED TALLY OF BALLOTS  
(READ)

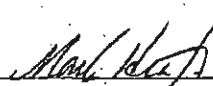
The undersigned agent of the Regional Director certifies that the resolution of the challenged ballots in accordance with the Stipulation executed by the parties and approved by the Regional Director on November 17, 2016, is as follows:

|  | Original Tally | Challenged Ballots Counted | Final Tally |
|--|----------------|----------------------------|-------------|
| Approximate number of eligible voters                            | 110            |                            |             |
| Number of Void ballots   | 2              |                            | 2           |
| Number of Votes cast for PETITIONER                              | 16             |                            | 16          |
| Number of Votes cast for   |                |                            |             |
| Number of Votes cast for   |                |                            |             |
| Number of Votes cast for   |                |                            |             |
| Number of Votes cast against participating labor organization(s) | 16             |                            | 16          |
| Number of Valid votes counted                                    | 32             |                            | 32          |
| Number of undetermined challenged ballots                        | 22             |                            | 14          |
| Number of Valid votes counted plus challenged ballots            | 54             |                            | 46          |
| Number of Sustained challenges (voters ineligible)               | 8              |                            |             |

The remaining undetermined challenged ballots, if any, shown in the Final Tally column are (not) sufficient to affect the results of the election.

A majority of the valid votes plus challenged ballots as shown in the Final Tally column has (not) been cast for

For the Regional Director Region 12



The undersigned acted as authorized observers in the counting and tabulating of ballots indicated above. We hereby certify that this counting and tabulating, and the compilation of the Final Tally, were fairly and accurately done, and that the results were as indicated above. We also acknowledge service of this Tally.

For EMPLOYER

ADVANCED MASONRY ASSOCIATES, L.L.C. d/b/a  
ADVANCED MASONRY SYSTEMS

For PETITIONER

BRICKLAYERS AND ALLIED CRAFTWORKERS LOCAL 8  
SOUTHEAST

For

For

**UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD  
REGION TWELVE**

**ADVANCED MASONRY  
ASSOCIATES, LLC. d/b/a  
ADVANCED MASONRY SYSTEMS,**

**Employer,**

**and,**

**BRICKLAYERS AND ALLIED  
CRAFTWORKERS, LOCAL 8-  
SOUTHEAST**

**Petitioner.**

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**Case No. RC-12-175179**

**PETITIONER'S POST-ELECTION OBJECTIONS**

Petitioner, BAC Local 8 Southeast [hereinafter "Petitioner" or "Union"], through undersigned counsel, and pursuant to Section 102.69(a) of the National Labor Relations Board's Rules and Regulations files the following Petitioner's Objections to the Conduct of the Election and to Conduct Affecting the Results of the Election in the above-styled matters. Petitioner requests that its seven (7) challenges to voters in the election on the basis of supervisory status be sustained; and, that the Board's and Employer's fifteen (15) collective challenges to voters in the election be overruled. Alternatively, if the Petitioner does not prevail in the election once the challenges are resolved, Petitioner requests that the election be set aside and a new election ordered as a result of the Employer's objectionable conduct affecting the results of the election.

**Objections**

1. Employer, by and through its agent(s), terminated an employee for his Union activities in violation of Section 8(a)(3). This termination of a union supporter, threatened, intimidated and coerced eligible voters rendering them unable to exercise free choice of a bargaining agent in the election.

Petitioner will submit supporting evidence for this objection separately within the time provided by the NLRB Rules and Regulations.

2. Employer, by and through its agent(s), threatened, coerced and intimidated employees by stricter enforcement of work rules rendering eligible voters unable to exercise their free choice of a bargaining unit agent in the election.

Petitioner will submit supporting evidence for this objection separately within the time provided by the NLRB Rules and Regulations.

3. Employer, by and through its agent(s), interrogated employees about their union activities and sentiments. This interrogation threatened, coerced and intimidated eligible voters rendering them unable to exercise their free choice of a bargaining unit agent in the election.

Petitioner will submit supporting evidence for this objection separately within the time provided by the NLRB Rules and Regulations.

4. Employer, by and through its agent(s) provided an *Excelsior* list that was inaccurate and incomplete, including but not limited to providing incorrect addresses for eligible voters and completely omitting eligible voters. Employer's failure to provide correct addresses both disenfranchised eligible voters and interfered with Petitioner's access to eligible voters during the campaign. The complete omission of eligible employees from the *Excelsior* list in

the context of a mail ballot election completely disenfranchised eligible voters and denied the Petitioner an opportunity to communicate with these eligible voters.

Petitioner will submit supporting evidence for this objection separately within the time provided by the NLRB Rules and Regulations.

5. Employer was permitted to include an additional employee on the *Excelsior* list after the time permitted for producing the *Excelsior* list. The inclusion of an employee combined with the omission of seven (7) other employees raises suspicion of the reliability of the *Excelsior* list. Irregularities in the *Excelsior* list in the context of a mail ballot election affects the result of the election and interferes with the requisite laboratory conditions required for elections.

Petitioner will submit supporting evidence for this objection separately within the time provided by the NLRB Rules and Regulations.

6. Employer, by and through its agent(s), offered free health insurance to an eligible voter. This action coerced eligible voters rendering them unable to exercise their free choice of a bargaining unit agent in the election.

Petitioner will submit supporting evidence for this objection separately within the time provided by the NLRB Rules and Regulations.

7. Employer violated Section 8(a)(5) by unilaterally changing the terms and conditions of employment during the term of a Section 8(f) collective bargaining agreement with Petitioner. This action undermined the Union's position as the bargaining representative of eligible voters. This conduct was intimidating and coercive and interfered with the laboratory conditions required for the election.



Petitioner will submit supporting evidence for this objection separately within the time provided by the NLRB Rules and Regulations.

8. Employer, by and through its representative, threatened employees that wages would decrease if the Union won the election. These statements threatened, coerced and intimidated employees rendering eligible voters unable to exercise their free choice of a bargaining unit agent in the election.

Petitioner will submit supporting evidence for this objection separately within the time provided by the NLRB Rules and Regulations.

9. Employer, by and through its representatives, discriminatorily applied its solicitation policy to Petitioner.

Petitioner will submit supporting evidence for this objection separately within the time provided by the NLRB Rules and Regulations.

10. Employer changed terms and conditions of employment during the election and while a question of representation existed by failing to make required contributions to affiliated fringe benefit plans before the expiration of the collective bargaining agreement. By these actions, Employer threatened, coerced and intimidated employees rendering eligible voters unable to exercise their free choice of a bargaining unit agent in the election.

By these and other acts and conduct, the employees were misled, interfered with, intimidated, restrained, confused and coerced, thus rendering them unable to exercise free choice of a bargaining agent in the election and destroying the laboratory conditions necessary to the holding of a free election.

Petitioner will submit supporting evidence for this objection separately within the time

provided by the NLRB Rules and Regulations.

WHEREFORE, if Petitioner does not prevail in the election after the challenges are resolved, the Petitioner requests that the election be set aside and a new election directed.

Respectfully submitted,



---

Kimberly C. Walker  
14438 Scenic Highway 98  
Fairhope, AL 36532  
251-928-8461  
kwalker@kcwlawfirm.com

**CERTIFICATE OF SERVICE**

I hereby certify that a copy of the above foregoing Petitioner Post-Election Objections has been filed electronically with the Regional Director on the date specified below:

National Labor Relations Board  
Region 12  
Attn: Margaret J. Diaz, Regional Director  
South Trust Plaza  
201 East Kennedy Blvd.  
Suite 530  
Tampa, FL 33602-5824

I further certify that pursuant to 29 C.F.R. §102.114(i), the expedited service rules have been complied with by service of the above and forgoing pleading to those below, via the specified method noted.

Charles Thomas, Esq.  
Thompson, Sizemore, Gonzalez, & Hearing, P.A.  
201 North Franklin Street, Suite 1600  
Post Office Box 639 (33601)  
Tampa, Florida 33602  
(813) 273-0050  
CThomas@tsghlaw.com

This 16<sup>th</sup> day of June, 2016

  
\_\_\_\_\_  
Kimberly C. Walker

UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD  
REGION 12

ADVANCED MASONRY ASSOCIATES, L.L. C. D/B/A  
ADVANCED MASONRY SYSTEMS

Employer

and

Case 12-RC-175179

BRICKLAYERS AND ALLIED CRAFTWORKERS  
LOCAL 8 SOUTHEAST

Petitioner

**AFFIDAVIT OF SERVICE OF: Regional Director's Report on Objections and Challenged Ballots, Order Directing Hearing and Consolidating Cases and Notice of Hearing, dated December 13, 2016.**

I, the undersigned employee of the National Labor Relations Board, being duly sworn, say that on December 13, 2016, I served the above documents by electronic mail and regular mail upon the following persons, addressed to them at the following addresses:

Gregory A. Hearing, Esq.  
Shands at the University of Florida  
P.O. BOX 639  
Tampa, FL 33601-0639  
[ghearing@tsghlaw.com](mailto:ghearing@tsghlaw.com)

Ronald D. Karp  
Advanced Masonry Associates, L.L. C. d/b/a  
Advanced Masonry Systems  
5403 Ashton Ct  
Sarasota, FL 34233-3404  
[ron@advmasonry.com](mailto:ron@advmasonry.com)

Kimberly C. Walker, Esq.  
Kimberly C. Walker, P.C.  
14438 Scenic Highway 98  
Fairhope, AL 36532-5962  
[kwalker@kcwlawfirm.com](mailto:kwalker@kcwlawfirm.com)

Marvin Jay Smith  
Bricklayers and Allied Craftworkers  
Local 8 Southeast  
2922 Sidco Drive  
Nashville, TN 37204-3759  
[jsmith@bacsoutheast.org](mailto:jsmith@bacsoutheast.org)

December 13, 2016

Date

Ida Thomas, Designated Agent of NLRB

Name

/s/ Ida Thomas

Signature

UNITED STATES OF AMERICA  
BEFORE THE NATIONAL LABOR RELATIONS BOARD  
REGION 12

|  |                                    |
|--|------------------------------------|
| ADVANCED MASONRY ASSOCIATES, L.L.C. D/B/A<br>ADVANCED MASONRY SYSTEMS<br><br>Employer<br><br>and<br><br>BRICKLAYERS AND ALLIED CRAFTWORKERS<br>LOCAL 8 SOUTHEAST<br><br>Petitioner | Cases 12-RC-175179<br>12-CA-176715 |
|--|------------------------------------|

INDEX AND DESCRIPTION OF REGIONAL DIRECTOR'S EXHIBITS

|               |  |
|---------------|--|
| RD's Exhibits | 1(a) Petition filed 4/29/16  |
|               | 1(b) Affidavit of Service of 1(a), dated 4/29/16   |
|               | 1(c) Stipulated Election Agreement, dated 5/6/16   |
|               | 1(d) Tally of Ballots, dated 6/9/16  |
|               | 1(e) Challenged Ballots Letters, dated 6/10/16   |
|               | 1(f) Petitioner's Post-Election Objections, filed 6/16/16  |
|               | 1(g) Certificate of Service of 1(f), dated 6/16/19   |
|               | 1(h) Letters acknowledging receipt of Objections filed, dated 6/20/16  |
|               | 1(i) Stipulation resolving certain Challenged Ballots, dated 11/17/16  |
|               | 1(j) Revised Tally of Ballots, dated 11/17/16  |
|               | 1(k) Regional Director's Report on Objections and Challenged Ballots,<br>Order Directing Hearing and Consolidating Cases and Notice of<br>Hearing, with Appendices, dated 12/13/16 |
|               | 1(l) Affidavit of Service of 1(k), dated 12/13/16  |
|               | 1(m) Index and description of Regional Director's Exhibits   |

**BD**  
**GENERAL COUNSEL EXHIBIT NO.**

"Exhibit 1 (m)"



CASE NO. 18-14163

**UNITED STATES COURT OF APPEALS  
FOR THE ELEVENTH CIRCUIT**

ADVANCED MASONRY ASSOCIATES, LLC  
d/b/a Advanced Masonry Services

(Petitioner/Appellant)

vs.

NATIONAL LABOR RELATIONS BOARD

(Respondent/Appellee)

A Petition for Review of an Order of the National Labor Relations Board

N.L.R.B. Case No. 12-CA-221114

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**Tab No: 71**

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**Kimberly Walker**

---

**From:** Kimberly Walker  
**Sent:** Tuesday, May 10, 2016 6:31 PM  
**To:** Jay Smith; JMcIntyre@bacweb.org; Steve Nelms; Mike Bontempo; Ed Navarro  
**Cc:** OConnor, Bridget; Halifax, Caryn  
**Subject:** FW: Advanced Masonry - 12-RC-175179  
**Attachments:** Excelsior List.pdf

Please see attached Excelsior List. Just wanted to make sure everyone received it.

Kim

Kimberly C. Walker, P.C.  
14438 Scenic Highway 98  
Fairhope, AL 36532  
251-928-8461

**From:** Analisa M. Whiteside [mailto:AWWhiteside@tsghlaw.com]  
**Sent:** Tuesday, May 10, 2016 3:08 PM  
**To:** Kimberly Walker <kwalker@kcwlawfirm.com>  
**Cc:** Greg Hearing <GHearing@tsghlaw.com>; Charles Thomas <CThomas@tsghlaw.com>; Michelle McLeod <MMcLeod@tsghlaw.com>  
**Subject:** RE: Advanced Masonry - 12-RC-175179

Ms. Walker -

Please see the attached Voter List which we have filed with the NLRB.

Thank you.

*Analisa Whiteside,*  
Florida Registered Paralegal  
Assistant to Greg Hearing,  
Sacha Dyson and Charles Thomas  
Thompson, Sizemore, Gonzalez, & Hearing, P.A.  
201 North Franklin Street, Suite 1600  
Post Office Box 639 (33601)  
Tampa, Florida 33602  
TEL: (813) 273-0050  
FAX: (813) 273-0072  
[awhiteside@tsghlaw.com](mailto:awhiteside@tsghlaw.com)

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**EXCELSIOR LIST  
ADVANCED MASONRY SYSTEMS  
CASE NO. 12-RC-175179**

Acaster, Brandon  
6321 113 St. No. #903  
Seminole, FL 33772  
407-508-1431  
Mason  
No longer employed  
Laid Off

Acevedo, Luis A.  
13448 Beechberry Dr.  
Riverview, FL 33579  
860-944-8299  
813-304-1410  
Mason  
University of Tampa  
7am-3:30pm

Acevedo, David  
302 E. Chelsea Street  
Tampa, FL 33603  
701-580-6200  
Mason  
Yacht Club  
7am-3:30pm

Alexander, Bernard  
11411 Tucker Road  
Riverview, FL 33569  
813-507-4238  
813-781-4037  
Mason  
No longer employed  
Laid Off

Anderson, Zion  
1927 13 St. S  
St. Petersburg, FL 33705  
813-241-7337  
Mason  
Yacht Club  
7am to 3:30pm

ADVANCED MASONRY SYSTEMS  
CASE NO. 12-RC-175179

Barlow, Jacob  
9195 SW 34th Ave.  
Ocala, FL 34476  
352-615-1853  
352-304-8118  
Mason  
No longer employed  
Laid Off

Billings, Rodney  
2434 Hawk Griffen Rd.  
Plant City, FL 33565  
813-394-0816  
Mason  
Hermitage  
7am to 3:30pm

Booth, Trevor  
306 21<sup>st</sup> Street South  
Haines City, FL 33844  
863-226-8030  
Mason  
No longer employed  
Laid Off

Booth, Danny  
2446 E. Magnolia Street  
Lakeland, FL 33801  
863-221-8331  
Mason  
No longer employed  
Laid Off

Brown, Kevin  
2027 Ribault Scenic Dr.  
Jacksonville, FL 32208  
352-816-9081  
Mason  
No longer employed  
Laid Off

Bryant, Timothy  
11662 128<sup>th</sup> Ave. N.  
Largo, FL 33778  
727-288-8977  
Mason  
No longer employed  
Laid Off

ADVANCED MASONRY SYSTEMS  
CASE NO. 12-RC-175179

Bryla, Mark  
3530 Island Club Dr., Unit 8  
North Port, FL 34288  
847-867-1245  
Mason  
Aqua  
7am to 3:30pm

Cabello, Enrique  
1017 Mark Ave.  
Ellenton, FL 34229  
941-518-3929  
Mason  
Hermitage  
7am to 3:30pm

Calderon, Maynor  
1003 Harvard Avenue  
Bradenton, FL 34207  
941-713-5432  
Mason  
Aqua  
7am to 3:30pm

Call, Timothy  
1202 Ridgewood Ave., Apt. 136  
Daytona, FL 32117  
386-307-7765  
Mason  
No longer employed  
Laid Off

Camacho, Roberto  
127 Bob Thomas Cir.  
Sanford, FL 32271  
407-722-2066  
Mason  
No longer employed  
Laid Off

Camacho, Salvador  
5449 Bishop Road  
Wimauma, FL 33598  
813-634-7218  
University of Tampa  
7am to 3:30pm



ADVANCED MASONRY SYSTEMS  
CASE NO. 12-RC-175179

Camaho, Ramon  
5607 Center St.  
Wimauma, FL 33598  
813-345-6463  
813-633-0356  
Mason  
University of Tampa  
7am to 3:30pm

Camacho, Armando  
5449 Bishop Road  
Wimauma, FL 33598  
813-850-3673  
Mason  
University of Tampa  
7am to 3:30pm

Canfield, Brian  
7422 Bay Drive  
Tampa, FL 33635  
941-650-0534  
727-333-0869  
Foreman  
Hermitage  
7am to 3:30pm

Caprio, Daniel  
4280 Berkshire Drive  
Sarasota, FL 34241  
941-350-8080  
941-371-2323  
Mason  
Aqua  
7am to 3:30pm

ADVANCED MASONRY SYSTEMS  
CASE NO. 12-RC-175179

Carney, Marc  
511 West Oak Drive  
Lakeland, FL 33803  
863-680-3315  
Foreman  
Operations  
7am to 3:30pm

Carson, Michael  
4960 NE 6<sup>th</sup> Street  
Ocala, FL 34470  
352-390-7448  
Mason  
No longer employed  
Laid Off

Carswell, Antonio  
PO Box 11344  
Tampa, FL 33680  
813-445-0188  
Mason  
No longer employed  
Laid Off

Chandler, Leroy C.  
405 15<sup>th</sup> Street W., Apt. C  
Palmetto, FL 34221  
941-504-9345  
Mason  
Yacht Club  
7am to 3:30pm

Clark, Jeremy  
993 Dillion Avenue  
Hastings, FL 32145  
904-692-4285  
Mason  
No longer employed  
Laid Off

Coleman, Kenneth  
1611 NW 21 Avenue  
Ocala, FL 34475  
352-504-9006  
Mason  
No longer employed  
Laid Off

ADVANCED MASONRY SYSTEMS  
CASE NO. 12-RC-175179

Copeland, Neville  
14364 Colonial Grand Blvd #2410  
Orlando, FL 32837  
407-462-5958  
Mason  
No longer employed  
Laid Off

DeLaTorre, Rolando  
2619 Baker Avenue  
Haines City, FL 33844  
713-245-0600  
Mason  
No longer employed  
Laid Off

Deane, Alex  
901 E Lemon Street, Apt. A  
Lakeland, FL 33801  
863-808-9505  
Mason  
No longer employed  
Laid Off

Degrauw, Robert  
2631 NE 10<sup>th</sup> Street, Apt. #103  
Ocala, FL 34470  
352-622-2740  
352-854-8256  
Mason  
No longer employed  
Laid Off

Dociler, Emiler  
4718 West Beaumont St.  
Tampa, FL 33611  
813-362-9066  
Mason  
No longer employed  
Laid Off

ADVANCED MASONRY SYSTEMS  
CASE NO. 12-RC-175179

Dotson, William  
101 Pheasant Drive  
Palm Coast, FL 32164  
386-237-5606  
386-313-3666  
Mason  
No longer employed  
Laid Off

Dutton, Robert  
619 N Ed Wells Road  
Wauchula, FL 33873  
863-381-9113  
Foreman  
Bethune  
7am to 3:30pm

Ebright, James  
93 Patricia Ave.  
Dunedin, FL 34698  
651-302-6357  
Mason  
Hermitage  
7am to 3:30pm

Fergus, Adrian  
2853 Dudley Drive  
Bartow, FL 33830  
863-965-6552  
Mason  
No longer employed  
Laid Off

Fetezer, Bruce  
37334 Hobby Way  
Lady Lake, FL 32159  
352-217-0632  
Mason  
No longer employed  
Laid Off

ADVANCED MASONRY SYSTEMS  
CASE NO. 12-RC-175179

Fountain, Clyde  
36020 Lake Pasadena Road, Lot 4  
Dade City, FL 33525  
352-467-2263  
354-437-5755  
Mason  
No longer employed  
Workers Comp

Frost, Robert  
300 SW 40<sup>th</sup> Ave., Lot 12B  
Ocala, FL 34474  
352-362-1799  
352-342-3476  
Mason  
No longer employed  
Laid Off

Gamble, Flynn  
4200 62<sup>nd</sup> Ave. N. #338  
Pinellas Park, FL 33781  
727-688-7092  
727-608-3368  
Mason  
Yacht Club  
7am to 3:30pm  
[delilahg599@gmail.com](mailto:delilahg599@gmail.com)

Gillard, Rodney  
1120 Lakewood Park Drive  
Daytona Beach, FL 32117  
321-208-2402  
Mason  
No longer employed  
Laid Off

Gilmore, Jimmie  
291 Old San Mateo Road  
Palatka, FL 32131  
386-937-3503  
386-385-5341  
Mason  
No longer employed  
Laid Off



ADVANCED MASONRY SYSTEMS  
CASE NO. 12-RC-175179

Greenlee, Forrest  
44741 Monterrey Road  
Deland, FL 32720  
352-669-0879  
321-303-6461  
Mason  
No longer employed  
Laid Off

Guerra, Lucio  
2812 8<sup>th</sup> St. Ct W  
Bradenton, FL 34205  
941-592-0499  
941-708-6632  
Mason  
University of Tampa  
7am to 3:30pm

Guevara, Jose  
PO Box 230  
Pomona Park, FL 32181  
386-559-3138  
386-559-3136  
Mason  
No longer employed  
Laid Off

Hale, Coy  
1174 Ardmore St.  
St. Augustine, FL 32092  
904-251-4287  
904-679-5419  
Foreman  
Yacht Club  
7am to 3:30pm

Harris, Malcum  
3904 Leonard Circle E.  
Jacksonville, FL 32209  
904-714-8279  
Mason  
No longer employed  
Laid Off

ADVANCED MASONRY SYSTEMS  
CASE NO. 12-RC-175179

Hernandez, Erasmo  
2619 Baker Avenue  
Haines City, FL 33844  
863-327-6168  
Mason  
No longer employed  
Laid Off

Hernandez, Jose  
48 Joel Massey Road  
Haines City, FL 33844  
863-269-1396  
Mason  
No longer employed  
Laid Off

Hernandez-Rodriguez, Alfredo  
5708 Kalogridis Road  
Haines City, FL 33844  
863-286-1571  
Mason  
No longer employed  
Laid Off

Hickey, Dustin  
20198 SW 81st Lane  
Dunnellon, FL 34431  
352-547-0330  
Mason  
No longer employed  
Laid Off

Horton, Mathew  
809 N Anderson St.  
Brunnell, FL 32110  
918-277-3577  
Mason  
Bethune  
7am to 3:30pm

Jekot, Mark  
7986 SE 126 Place  
Bellevue, FL 34420  
352-245-2770  
Mason  
No longer employed  
Laid Off

ADVANCED MASONRY SYSTEMS  
CASE NO. 12-RC-175179

Juntunen, Victor  
4725 Michael Court, Apt. 131  
Tampa, FL 33614  
813-270-2960  
Mason  
Yacht Club  
7am to 3:30pm

Knight, Bogus  
15440 Sonoma Drive, Apt. 308  
Fort Myers, FL 33908  
773-970-2517  
Mason  
Hermitage  
7am to 3:30pm  
bogus.knight@yahoo.com

Kronk, Jess  
355 Hilltop Ct.  
Deland, FL 32724  
386-473-5069  
Mason  
No longer employed  
Laid Off

Losoncy, Kevin  
22 Lloyd Trail  
Palm Coast, FL 32164  
386-864-1717  
Mason  
No longer employed  
Laid Off

Luna, Gerardo  
2508 51<sup>st</sup> Ave. Drive W.  
Bradenton, FL 34207  
941-301-9276  
941-776-7242  
Mason  
University of Tampa  
7am to 3:30pm

ADVANCED MASONRY SYSTEMS  
CASE NO. 12-RC-175179

Machado, Edwin  
4219 76<sup>th</sup> St. W.  
Bradenton, FL 34209  
941-580-7175  
Mason  
No longer employed  
Laid Off

Martin, Zilvan  
1311 Temple Circle  
Haines City, FL 33844  
863-236-1627  
Mason  
No longer employed  
Laid Off

Martinez, Daniel  
117 Sandy Key Court  
Ocoee, FL 34761  
407-486-3819  
386-347-5115  
Mason  
No longer employed  
Laid Off

McDonald, Lonnie  
7035 20<sup>th</sup> St.  
Zephyrhills, FL 33540  
863-845-9575  
Mason  
Hermitage  
7am to 3:30pm

McNett, Brent  
29606 Saddlebag Trail  
Myakka, FL 34251  
941-650-1517  
Foreman  
University of Tampa  
7am to 3:30pm

ADVANCED MASONRY SYSTEMS  
CASE NO. 12-RC-175179

Mikulski, Scott  
30 Farraday Lane  
Palm Coast, FL 32137  
386-931-1744  
386-446-2405  
Mason  
Bethune  
7am to 3:30pm  
krnmlskm@aol.com

Mitchell, David  
2409 NE 32<sup>nd</sup> Street  
Ocala, FL 34479  
352-817-9669  
352-390-6639  
Mason  
No longer employed  
Laid Off

Moore, Dervonne  
952 Frost Street E.  
Jacksonville, FL 32221  
386-689-5647  
Mason  
No longer employed  
Laid Off

Moore, Jimmy  
5004 E Stokes Ferry Road  
Hernando, FL 34442  
904-713-7430  
904-520-2554  
Mason  
No longer employed  
Laid Off

Morales, Sr., Mario  
2596 Alesio Ave.  
North Port, FL 34286  
941-650-0523  
941-429-1689  
Foreman  
University of Tampa  
7am to 3:30pm



ADVANCED MASONRY SYSTEMS  
CASE NO. 12-RC-175179

Myers, Matthew  
2303 Vista Palm Drive  
Edgewater, FL 32141  
386-314-1712  
Mason  
Bethune  
7am to 3:30pm

Norwood, Willie  
411 S Salisbury Ave.  
Deland, FL 32720  
386-500-3603  
Mason  
Bethune  
7am to 3:30pm

Oatman, Randy  
4127 12<sup>th</sup> Ave. South  
St. Petersburg, FL 33711  
727-642-1238  
727-520-3255  
Mason  
No longer employed  
Laid Off

O'Mahoney, Jeremiah  
121 Pine Lake Pkwy N. 112  
Palm Coast, FL 32137  
386-585-5743  
Mason  
No longer employed  
Laid Off

Park, William  
60 Lorillard Place  
Ormond Beach, FL 32174  
386-290-9751  
Mason  
No longer employed  
Laid Off

Pena, Eusebio  
2109 5<sup>th</sup> Ave. Terrace  
Bradenton, FL 34208  
941-580-1575  
Mason  
No longer employed  
Laid Off

ADVANCED MASONRY SYSTEMS  
CASE NO. 12-RC-175179

Rivera-Zavala, Julio C.  
407 60<sup>th</sup> Ave. Terrace West  
Bradenton, FL 34207  
941-565-0641  
Mason shop  
7am to 3:30pm  
julio.407.rivera.z@gmail.com

Rivers, John  
2425 19th St.  
Sarasota, FL 34234  
941-328-2192  
Mason  
No longer employed  
Laid Off

Robinson, Troy H.  
2000 Bal Harbor Blvd., Unit 122  
Punta Gorda, FL 33950  
207-217-1204  
Mason  
University of Tampa  
7am to 3:30pm

Rosa, Jr., Dominic  
3853 Woodmere Park Blvd., Apt. 6  
Venice, FL 34293  
941-916-4383  
Mason  
Aqua  
7am to 3:30pm

Ross, Victor  
240 24<sup>th</sup> SW  
Winter Haven, FL 33880  
863-808-9484  
Mason  
No longer employed  
Laid Off

Sam, Charles  
290 Westwood Avenue  
Winter Haven, FL 33880  
863-618-6010  
Mason  
No longer employed  
Laid Off

ADVANCED MASONRY SYSTEMS  
CASE NO. 12-RC-175179

Sanchez, Jesus  
1405 34<sup>th</sup> Avenue, Apt. 1106  
Ellenton, FL 34222  
941-807-4784  
Mason  
No longer employed  
Laid off

Santiago, Maximiliano  
511 14<sup>th</sup> St. West, Apt. 47  
Palmetto, FL 34221  
269-744-8965  
Mason  
No longer employed  
Laid Off

Sarmiento, Jr., Romeo  
18037 Thomas Blvd.  
Hudson, FL 34667  
352-345-9839  
Mason  
No longer employed  
Laid Off

Smith, John  
3514 Eccleshon St.  
Orlando, FL 32805  
407-393-7250  
Mason  
No longer employed  
Laid Off

Spivey, William  
6712 45<sup>th</sup> Ave. W., Apt. B  
Bradenton, FL 34210  
941-843-9568  
Mason  
No longer employed  
Laid Off

Stevenson, Walter L.  
14128 Segovia Street  
Springhill, FL 34609  
352-678-8889  
Mason  
University of Tampa  
7am to 3:30pm

ADVANCED MASONRY SYSTEMS  
CASE NO. 12-RC-175179

Tapia, Alvaro  
906 La Costa Circle, Unit 7  
Sarasota, FL 34237  
941-256-1343  
Mason  
University of Tampa  
7am to 3:30pm

Whitehead, James  
8805 CR 641 East  
Bushnell, FL 33513  
352-978-5615  
352-568-3032  
Mason  
University of Tampa  
7am to 3:30pm

Wingate, William  
157 West Steadman Road  
Pierson, FL 32180  
386-414-4908  
Mason  
No longer employed  
Laid Off

Wolosz, Todd  
3316 Savage Road  
Sarasota, FL 34231  
941-650-0548  
941-925-4163  
Foreman  
Aqua  
7am to 3:30pm

Wood, Roosevelt  
9120 Floribunda Drive  
Orlando, FL 32818  
407-488-0434  
Mason  
University of Tampa  
7am to 3:30pm

ADVANCED MASONRY SYSTEMS  
CASE NO. 12-RC-175179

Woods, James  
9120 Floribunda Drive  
Orlando, FL 32818  
407-375-1092  
Mason  
University of Tampa  
7am to 3:30pm

Wrench, Andrew  
3837 Osprey Cir., Apt. B  
St. Augustine, FL 32086  
904-392-7373  
Mason  
No longer employed  
Laid Off

Wright, Richard  
2300 9<sup>th</sup> St. SW  
Akron, OH 44314  
330-620-3374  
Mason  
No longer employed  
Laid Off



CASE NO. 18-14163

**UNITED STATES COURT OF APPEALS  
FOR THE ELEVENTH CIRCUIT**

ADVANCED MASONRY ASSOCIATES, LLC  
d/b/a Advanced Masonry Services

(Petitioner/Appellant)

vs.

NATIONAL LABOR RELATIONS BOARD

(Respondent/Appellee)

A Petition for Review of an Order of the National Labor Relations Board

N.L.R.B. Case No. 12-CA-221114

---

**Tab No: 72**

---

**Kimberly Walker**

---

**From:** Kimberly Walker  
**Sent:** Tuesday, May 17, 2016 2:05 PM  
**To:** Mike Bontempo; Jay Smith; JMcIntyre@bacweb.org; Ed Navarro; Steve Nelms  
**Cc:** 'OConnor, Bridget'; 'Halifax, Caryn'  
**Subject:** FW: Advanced Masonry - 12-RC-175179  
**Attachments:** Amended Excelsior List.pdf

Please see attached amended Excelsior list. I'm not sure if employees have been added or removed

Kim

Kimberly C. Walker, P.C.  
14438 Scenic Highway 98  
Fairhope, AL 36532  
251-924-5461

**From:** Analisa M. Whiteside [mailto:AWWhiteside@tsghlaw.com]  
**Sent:** Tuesday, May 17, 2016 1:48 PM  
**To:** Kimberly Walker <kwalker@kcwlawfirm.com>  
**Cc:** Greg Hearing <GHearing@tsghlaw.com>; Charles Thomas <CThomas@tsghlaw.com>; Michelle McLeod <MMcLeod@tsghlaw.com>  
**Subject:** Advanced Masonry - 12-RC-175179

Ms. Walker -

Attached please find the Amended Excelsior List which we have filed with the NLRB.

Thank you.

*Analisa Whiteside,*  
Florida Registered Paralegal  
Assistant to Greg Hearing,  
Sacha Dyson and Charles Thomas  
Thompson, Sizemore, Gonzalez, & Hearing, P.A.  
201 North Franklin Street, Suite 1600  
Post Office Box 639 (33601)  
Tampa, Florida 33602  
TEL: (813) 273-0050  
FAX: (813) 273-0072  
[awhiteside@tsghlaw.com](mailto:awhiteside@tsghlaw.com)

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**AMENDED EXCELSIOR LIST  
ADVANCED MASONRY SYSTEMS  
CASE NO. 12-RC-175179**

Acaster, Brandon  
6321 113 St. No. #903  
Seminole, FL 33772  
407-508-1431  
Mason  
No longer employed  
Laid Off

Acevedo, David  
302 E. Chelsea Street  
Tampa, FL 33603  
701-580-6200  
Mason  
Yacht Club  
7am-3:30pm

Alexander, Bernard  
11411 Tucker Road  
Riverview, FL 33569  
813-507-4238  
813-781-4037  
Mason  
No longer employed  
Laid Off

Anderson, Zion  
1927 13 St. S  
St. Petersburg, FL 33705  
813-241-7337  
Mason  
Yacht Club  
7am to 3:30pm

Barlow, Jacob  
9195 SW 34th Ave.  
Ocala, FL 34476  
352-615-1853  
352-304-8118  
Mason  
No longer employed  
Laid Off

ADVANCED MASONRY SYSTEMS  
CASE NO. 12-RC-175179

Billings, Rodney  
2434 Hawk Griffen Rd.  
Plant City, FL 33565  
813-394-0816  
Mason  
Hermitage  
7am to 3:30pm

Booth, Trevor  
306 21<sup>st</sup> Street South  
Haines City, FL 33844  
863-226-8030  
Mason  
No longer employed  
Laid Off

Booth, Danny  
2446 E. Magnolia Street  
Lakeland, FL 33801  
863-221-8331  
Mason  
No longer employed  
Laid Off

Brown, Kevin  
2027 Ribault Scenic Dr.  
Jacksonville, FL 32208  
352-816-9081  
Mason  
No longer employed  
Laid Off

Bryant, Timothy  
11662 128<sup>th</sup> Ave. N.  
Largo, FL 33778  
727-288-8977  
Mason  
No longer employed  
Laid Off

Bryla, Mark  
3530 Island Club Dr., Unit 8  
North Port, FL 34288  
847-867-1245  
Mason  
Aqua  
7am to 3:30pm

ADVANCED MASONRY SYSTEMS  
CASE NO. 12-RC-175179

Cabello, Enrique  
1017 Mark Ave.  
Ellenton, FL 34229  
941-518-3929  
Mason  
Hermitage  
7am to 3:30pm

Calderon, Maynor  
1003 Harvard Avenue  
Bradenton, FL 34207  
941-713-5432  
Mason  
Aqua  
7am to 3:30pm

Call, Timothy  
1202 Ridgewood Ave., Apt. 136  
Daytona, FL 32117  
386-307-7765  
Mason  
No longer employed  
Laid Off

Camacho, Roberto  
127 Bob Thomas Cir.  
Sanford, FL 32271  
407-722-2066  
Mason  
No longer employed  
Laid Off

Camacho, Salvador  
5449 Bishop Road  
Wimauma, FL 33598  
813-634-7218  
University of Tampa  
7am to 3:30pm

Camaho, Ramon  
5607 Center St.  
Wimauma, FL 33598  
813-345-6463  
813-633-0356  
Mason  
University of Tampa  
7am to 3:30pm



ADVANCED MASONRY SYSTEMS  
CASE NO. 12-RC-175179

Camacho, Armando  
5449 Bishop Road  
Wimauma, FL 33598  
813-850-3673  
Mason  
University of Tampa  
7am to 3:30pm

Canfield, Brian  
7422 Bay Drive  
Tampa, FL 33635  
941-650-0534  
727-333-0869  
Foreman  
Hermitage  
7am to 3:30pm

Caprio, Daniel  
4280 Berkshire Drive  
Sarasota, FL 34241  
941-350-8080  
941-371-2323  
Mason  
Aqua  
7am to 3:30pm

Carney, Marc  
511 West Oak Drive  
Lakeland, FL 33803  
863-680-3315  
Foreman  
Operations  
7am to 3:30pm

Carson, Michael  
4960 NE 6<sup>th</sup> Street  
Ocala, FL 34470  
352-390-7448  
Mason  
No longer employed  
Laid Off

ADVANCED MASONRY SYSTEMS  
CASE NO. 12-RC-175179

Carswell, Antonio  
PO Box 11344  
Tampa, FL 33680  
813-445-0188  
Mason  
No longer employed  
Laid Off

Chandler, Leroy C.  
405 15<sup>th</sup> Street W., Apt. C  
Palmetto, FL 34221  
941-504-9345  
Mason  
Yacht Club  
7am to 3:30pm

Clark, Jeremy  
993 Dillion Avenue  
Hastings, FL 32145  
904-692-4285  
Mason  
No longer employed  
Laid Off

Coleman, Kenneth  
1611 NW 21 Avenue  
Ocala, FL 34475  
352-504-9006  
Mason  
No longer employed  
Laid Off

Copeland, Neville  
14364 Colonial Grand Blvd #2410  
Orlando, FL 32837  
407-462-5958  
Mason  
No longer employed  
Laid Off

DeLaTorre, Rolando  
2619 Baker Avenue  
Haines City, FL 33844  
713-245-0600  
Mason  
No longer employed  
Laid Off

ADVANCED MASONRY SYSTEMS  
CASE NO. 12-RC-175179

Deane, Alex  
901 E Lemon Street, Apt. A  
Lakeland, FL 33801  
863-808-9505  
Mason  
No longer employed  
Laid Off

Degrauw, Robert  
2631 NE 10<sup>th</sup> Street, Apt. #103  
Ocala, FL 34470  
352-622-2740  
352-854-8256  
Mason  
No longer employed  
Laid Off

Dociler, Emiler  
4718 West Beaumont St.  
Tampa, FL 33611  
813-362-9066  
Mason  
No longer employed  
Laid Off

Dotson, William  
101 Pheasant Drive  
Palm Coast, FL 32164  
386-237-5606  
386-313-3666  
Mason  
No longer employed  
Laid Off

Dutton, Robert  
619 N Ed Wells Road  
Wauchula, FL 33873  
863-381-9113  
Foreman  
Bethune  
7am to 3:30pm

ADVANCED MASONRY SYSTEMS  
CASE NO. 12-RC-175179

Ebright, James  
93 Patricia Ave.  
Dunedin, FL 34698  
651-302-6357  
Mason  
Hermitage  
7am to 3:30pm

Fergus, Adrian  
2853 Dudley Drive  
Bartow, FL 33830  
863-965-6552  
Mason  
No longer employed  
Laid Off

Fetezer, Bruce  
37334 Hobby Way  
Lady Lake, FL 32159  
352-217-0632  
Mason  
No longer employed  
Laid Off

Fountain, Clyde  
36020 Lake Pasadena Road, Lot 4  
Dade City, FL 33525  
352-467-2263  
354-437-5755  
Mason  
No longer employed  
Workers Comp

Frost, Robert  
300 SW 40<sup>th</sup> Ave., Lot 12B  
Ocala, FL 34474  
352-362-1799  
352-342-3476  
Mason  
No longer employed  
Laid Off

ADVANCED MASONRY SYSTEMS  
CASE NO. 12-RC-175179

Gamble, Flynn  
4200 62<sup>nd</sup> Ave. N. #338  
Pinellas Park, FL 33781  
727-688-7092  
727-608-3368  
Mason  
Yacht Club  
7am to 3:30pm  
[delilahg599@gmail.com](mailto:delilahg599@gmail.com)

Gillard, Rodney  
1120 Lakewood Park Drive  
Daytona Beach, FL 32117  
321-208-2402  
Mason  
No longer employed  
Laid Off

Gilmore, Jimmie  
291 Old San Mateo Road  
Palatka, FL 32131  
386-937-3503  
386-385-5341  
Mason  
No longer employed  
Laid Off

Greenlee, Forrest  
44741 Monterrey Road  
Deland, FL 32720  
352-669-0879  
321-303-6461  
Mason  
No longer employed  
Laid Off

Guerra, Lucio  
2812 8<sup>th</sup> St. Ct W  
Bradenton, FL 34205  
941-592-0499  
941-708-6632  
Mason  
University of Tampa  
7am to 3:30pm



ADVANCED MASONRY SYSTEMS  
CASE NO. 12-RC-175179

Guevara, Jose  
PO Box 230  
Pomona Park, FL 32181  
386-559-3138  
386-559-3136  
Mason  
No longer employed  
Laid Off

Hale, Coy  
1174 Ardmore St.  
St. Augustine, FL 32092  
904-251-4287  
904-679-5419  
Foreman  
Yacht Club  
7am to 3:30pm

Harris, Malcum  
3904 Leonard Circle E.  
Jacksonville, FL 32209  
904-714-8279  
Mason  
No longer employed  
Laid Off

Hernandez, Erasmo  
2619 Baker Avenue  
Haines City, FL 33844  
863-327-6168  
Mason  
No longer employed  
Laid Off

Hernandez, Jose  
48 Joel Massey Road  
Haines City, FL 33844  
863-269-1396  
Mason  
No longer employed  
Laid Off

ADVANCED MASONRY SYSTEMS  
CASE NO. 12-RC-175179

Hernandez-Rodriguez, Alfredo  
5708 Kalogridis Road  
Haines City, FL 33844  
863-286-1571  
Mason  
No longer employed  
Laid Off

Hickey, Dustin  
20198 SW 81st Lane  
Dunnellon, FL 34431  
352-547-0330  
Mason  
No longer employed  
Laid Off

Horton, Mathew  
809 N Anderson St.  
Brunnell, FL 32110  
918-277-3577  
Mason  
Bethune  
7am to 3:30pm

Jekot, Mark  
7986 SE 126 Place  
Bellevue, FL 34420  
352-245-2770  
Mason  
No longer employed  
Laid Off

Juntunen, Victor  
4725 Michael Court, Apt. 131  
Tampa, FL 33614  
813-270-2960  
Mason  
Yacht Club  
7am to 3:30pm

Knight, Bogus  
15440 Sonoma Drive, Apt. 308  
Fort Myers, FL 33908  
773-970-2517  
Mason  
Hermitage  
7am to 3:30pm  
bogus.knight@yahoo.com

ADVANCED MASONRY SYSTEMS  
CASE NO. 12-RC-175179

Kronk, Jess  
355 Hilltop Ct.  
Deland, FL 32724  
386-473-5069  
Mason  
No longer employed  
Laid Off

Losoncy, Kevin  
22 Lloyd Trail  
Palm Coast, FL 32164  
386-864-1717  
Mason  
No longer employed  
Laid Off

Luna, Gerardo  
2508 51<sup>st</sup> Ave. Drive W.  
Bradenton, FL 34207  
941-301-9276  
941-776-7242  
Mason  
University of Tampa  
7am to 3:30pm

Machado, Edwin  
4219 76<sup>th</sup> St. W.  
Bradenton, FL 34209  
941-580-7175  
Mason  
No longer employed  
Laid Off

Martin, Zilvan  
1311 Temple Circle  
Haines City, FL 33844  
863-236-1627  
Mason  
No longer employed  
Laid Off

ADVANCED MASONRY SYSTEMS  
CASE NO. 12-RC-175179

Martinez, Daniel  
117 Sandy Key Court  
Ocoee, FL 34761  
407-486-3819  
386-347-5115  
Mason  
No longer employed  
Laid Off

McDonald, Lonnie  
7035 20<sup>th</sup> St.  
Zephyrhills, FL 33540  
863-845-9575  
Mason  
Hermitage  
7am to 3:30pm

McNett, Brent  
29606 Saddlebag Trail  
Myakka, FL 34251  
941-650-1517  
Foreman  
University of Tampa  
7am to 3:30pm

Mikulski, Scott  
30 Farraday Lane  
Palm Coast, FL 32137  
386-931-1744  
386-446-2405  
Mason  
Bethune  
7am to 3:30pm  
knmlskm@aol.com

Mitchell, David  
2409 NE 32<sup>nd</sup> Street  
Ocala, FL 34479  
352-817-9669  
352-390-6639  
Mason  
No longer employed  
Laid Off

ADVANCED MASONRY SYSTEMS  
CASE NO. 12-RC-175179

Moore, Dervonne  
952 Frost Street E.  
Jacksonville, FL 32221  
386-689-5647  
Mason  
No longer employed  
Laid Off

Moore, Jimmy  
5004 E Stokes Ferry Road  
Hernando, FL 34442  
904-713-7430  
904-520-2554  
Mason  
No longer employed  
Laid Off

Morales, Sr., Mario  
2596 Alesio Ave.  
North Port, FL 34286  
941-650-0523  
941-429-1689  
Foreman  
University of Tampa  
7am to 3:30pm

Myers, Matthew  
2303 Vista Palm Drive  
Edgewater, FL 32141  
386-314-1712  
Mason  
Bethune  
7am to 3:30pm

Norwood, Willie  
411 S Salisbury Ave.  
Deland, FL 32720  
386-500-3603  
Mason  
Bethune  
7am to 3:30pm



ADVANCED MASONRY SYSTEMS  
CASE NO. 12-RC-175179

Oatman, Randy  
4127 12<sup>th</sup> Ave. South  
St. Petersburg, FL 33711  
727-642-1238  
727-520-3255  
Mason  
No longer employed  
Laid Off

O'Mahoney, Jeremiah  
121 Pine Lake Pkwy N. 112  
Palm Coast, FL 32137  
386-585-5743  
Mason  
No longer employed  
Laid Off

Park, William  
60 Lorillard Place  
Ormond Beach, FL 32174  
386-290-9751  
Mason  
No longer employed  
Laid Off

Pena, Eusebio  
2109 5<sup>th</sup> Ave. Terrace  
Bradenton, FL 34208  
941-580-1575  
Mason  
No longer employed  
Laid Off  
Rivera-Zavala, Julio C.  
407 60<sup>th</sup> Ave. Terrace West  
Bradenton, FL 34207  
941-565-0641  
Mason shop  
7am to 3:30pm  
julio.407.rivera.z@gmail.com

Rivers, John  
2425 19th St.  
Sarasota, FL 34234  
941-328-2192  
Mason  
No longer employed  
Laid Off

ADVANCED MASONRY SYSTEMS  
CASE NO. 12-RC-175179

Robinson, Troy H.  
2000 Bal Harbor Blvd., Unit 122  
Punta Gorda, FL 33950  
207-217-1204  
Mason  
University of Tampa  
7am to 3:30pm

Rosa, Jr., Dominic  
3853 Woodmere Park Blvd., Apt. 6  
Venice, FL 34293  
941-916-4383  
Mason  
Aqua  
7am to 3:30pm

Ross, Victor  
240 24<sup>th</sup> SW  
Winter Haven, FL 33880  
863-808-9484  
Mason  
No longer employed  
Laid Off

Sam, Charles  
290 Westwood Avenue  
Winter Haven, FL 33880  
863-618-6010  
Mason  
No longer employed  
Laid Off

Sanchez, Jesus  
1405 34<sup>th</sup> Avenue, Apt. 1106  
Ellenton, FL 34222  
941-807-4784  
Mason  
No longer employed  
Laid off

Santiago, Maximiliano  
511 14<sup>th</sup> St. West, Apt. 47  
Palmetto, FL 34221  
269-744-8965  
Mason  
No longer employed  
Laid Off

ADVANCED MASONRY SYSTEMS  
CASE NO. 12-RC-175179

Sarmiento, Jr., Romeo  
18037 Thomas Blvd.  
Hudson, FL 34667  
352-345-9839  
Mason  
No longer employed  
Laid Off

Smith, John  
3514 Eccleshon St.  
Orlando, FL 32805  
407-393-7250  
Mason  
No longer employed  
Laid Off

Spivey, William  
6712 45<sup>th</sup> Ave. W., Apt. B  
Bradenton, FL 34210  
941-843-9568  
Mason  
No longer employed  
Laid Off

Tapia, Alvaro  
906 La Costa Circle, Unit 7  
Sarasota, FL 34237  
941-256-1343  
Mason  
University of Tampa  
7am to 3:30pm

Whitehead, James  
8805 CR 641 East  
Bushnell, FL 33513  
352-978-5615  
352-568-3032  
Mason  
University of Tampa  
7am to 3:30pm

Wingate, William  
157 West Steadman Road  
Pierson, FL 32180  
386-414-4908  
Mason  
No longer employed  
Laid Off

ADVANCED MASONRY SYSTEMS  
CASE NO. 12-RC-175179

Wolosz, Todd  
3316 Savage Road  
Sarasota, FL 34231  
941-650-0548  
941-925-4163  
Foreman  
Aqua  
7am to 3:30pm

Wood, Roosevelt  
9120 Floribunda Drive  
Orlando, FL 32818  
407-488-0434  
Mason  
University of Tampa  
7am to 3:30pm

Woods, James  
9120 Floribunda Drive  
Orlando, FL 32818  
407-375-1092  
Mason  
University of Tampa  
7am to 3:30pm

Wrench, Andrew  
3837 Osprey Cir., Apt. B  
St. Augustine, FL 32086  
904-392-7373  
Mason  
No longer employed  
Laid Off

Wright, Richard  
2300 9<sup>th</sup> St. SW  
Akron, OH 44314  
330-620-3374  
Mason  
No longer employed  
Laid Off

Form NLRB-5545  
(4-2015)

Case Name: Advanced Masonry Associates, L.L.C. Case No.: 12-RC-175179

AMENDED

**CERTIFICATE OF SERVICE OF VOTER LIST**

**Service on Petitioner (RC, RD Cases)**

☒ I hereby certify that on May 17, 2016 (date), an electronic copy of the <sup>amended</sup> voter list in the above case was served on the Petitioner by e-mail at this email address: kwalker@kcwlawfirm.com

☐ I hereby certify that on \_\_\_\_\_ (date), a copy of the voter list in the above case was served on the Petitioner by facsimile at this number: \_\_\_\_\_.

☐ I hereby certify that on \_\_\_\_\_ (date), a copy of the voter list in the above case was served on the Petitioner by overnight mail at this address: \_\_\_\_\_.

**Service on Union (RD and RM Cases)**

☐ I hereby certify that on \_\_\_\_\_ (date), an electronic copy of the voter list was served on the Union by e-mail at this email address: \_\_\_\_\_.

☐ I hereby certify that on \_\_\_\_\_ (date), a copy of the voter list in the above case was served on the Union by facsimile at this number: \_\_\_\_\_.


☐ I hereby certify that on \_\_\_\_\_ (date), a copy of the voter list in the above case was served on the Union by overnight mail at this address: \_\_\_\_\_.

**Service on Intervenor (if applicable)**

☐ I hereby certify that on \_\_\_\_\_ (date), an electronic copy of the voter list was served on the Intervenor by e-mail at this email address: \_\_\_\_\_.

☐ I hereby certify that on \_\_\_\_\_ (date), a copy of the voter list in the above case was served on the Intervenor by facsimile at this number: \_\_\_\_\_.

☐ I hereby certify that on \_\_\_\_\_ (date), a copy of the voter list in the above case was served on the Intervenor by overnight mail at this address: \_\_\_\_\_.

  
\_\_\_\_\_  
Signature

\_\_\_\_\_  
Counsel for Employer  
Name and Title

May 17, 2016

\_\_\_\_\_  
Date



CASE NO. 18-14163

**UNITED STATES COURT OF APPEALS  
FOR THE ELEVENTH CIRCUIT**

ADVANCED MASONRY ASSOCIATES, LLC  
d/b/a Advanced Masonry Services

(Petitioner/Appellant)

vs.

NATIONAL LABOR RELATIONS BOARD

(Respondent/Appellee)

A Petition for Review of an Order of the National Labor Relations Board

N.L.R.B. Case No. 12-CA-221114

---

**Tab No: 73**

---

**Kimberly Walker**

---

**From:** Kimberly Walker  
**Sent:** Friday, May 20, 2016 10:09 AM  
**To:** Mike Bontempo; Steve Nelms; JMcIntyre@bacweb.org; Jay Smith; Ed Navarro  
**Cc:** OConnor, Bridget; Halifax, Caryn  
**Subject:** FW: Advanced Masonry Systems/Case No. 12-RC-175179

Please see below.

Kim

Kimberly C. Walker, P.C.  
14438 Scenic Highway 98  
Fairhope, AL 36532  
251-928-8461

**From:** Charles Thomas [mailto:CThomas@tsghlaw.com]  
**Sent:** Thursday, May 19, 2016 3:26 PM  
**To:** 'Heaton, Mark T.' <Mark.Heaton@nrlrb.gov>  
**Cc:** Kimberly Walker <kwalker@kcwlawfirm.com>  
**Subject:** Advanced Masonry Systems/Case No. 12-RC-175179

Mr. Heaton, per our conversation of a moment ago, the additional voting-eligible employee is as follows

Johnny Wheeler  
3501 56<sup>th</sup> Street North  
St. Petersburg, FL 33710  
727-768-9099  
Mason  
Work location: "Hermitage" job site  
Shift: from 7am to 3:30pm.

I certify that I have copied union counsel Kim Walker, Esq. on this message.

Charles Thomas



CASE NO. 18-14163

**UNITED STATES COURT OF APPEALS  
FOR THE ELEVENTH CIRCUIT**

ADVANCED MASONRY ASSOCIATES, LLC  
d/b/a Advanced Masonry Services

(Petitioner/Appellant)

vs.

NATIONAL LABOR RELATIONS BOARD

(Respondent/Appellee)

A Petition for Review of an Order of the National Labor Relations Board

N.L.R.B. Case No. 12-CA-221114

---

**Tab No: 74**

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**From:** Charles Thomas  
**To:** "Heaton, Mark T."  
**Cc:** Kimberly Walker  
**Subject:** Amended Excelsior List/Advanced Masonry Systems, Case No. 12-RC-175179  
**Date:** Monday, May 23, 2016 6:40:36 PM  
**Importance:** High

---

Mr. Heaton:

Since our last correspondence, it has come to the Employer's attention that the following former employees on the Employer's Amended Excelsior List were either terminated for cause, or quit prior to the completion of the last job for which they were employed, and therefore are ineligible to vote in the upcoming mail ballot election:

Barlow, Jacob  
9195 SW 34th Ave.  
Ocala, FL 34476  
352-615-1853  
352-304-8118  
Mason  
No longer employed  
QUIT

Clark, Jeremy  
993 Dillion Avenue  
Hastings, FL 32145  
904-692-4285  
Mason  
No longer employed  
QUIT

Degrau, Robert  
2631 NE 10<sup>th</sup> Street, Apt. #103  
Ocala, FL 34470  
352-622-2740  
352-854-8256  
Mason  
No longer employed  
QUIT

Hickey, Dustin  
20198 SW 81st Lane  
Dunnellon, FL 34431  
352-547-0330  
Mason  
No longer employed  
QUIT

Smith, John  
3514 Eccleshon St.  
Orlando, FL 32805  
407-393-7250  
Mason  
No longer employed



TERMINATED FOR CAUSE

Wingate, William  
157 West Steadman Road  
Pierson, FL 32180  
386-414-4908  
Mason  
No longer employed  
QUIT

Please contact me if you have any questions regarding the foregoing. I certify that I have copied counsel for the Union, Kim Walker, Esq., on this message.



CASE NO. 18-14163

**UNITED STATES COURT OF APPEALS  
FOR THE ELEVENTH CIRCUIT**

ADVANCED MASONRY ASSOCIATES, LLC  
d/b/a Advanced Masonry Services

(Petitioner/Appellant)

vs.

NATIONAL LABOR RELATIONS BOARD

(Respondent/Appellee)

A Petition for Review of an Order of the National Labor Relations Board

N.L.R.B. Case No. 12-CA-221114

---

**Tab No: 75**

---

**From:** Charles Thomas  
**To:** "Heaton, Mark T."  
**Cc:** Kimberly Walker  
**Subject:** Amended Excelsior List/Advanced Masonry Systems, Case No. 12-RC-175179  
**Date:** Tuesday, May 24, 2016 12:26:51 PM  
**Importance:** High

Since our communication of last night, it has come to the Employer's attention that the following additional former employees on the Employer's Amended Excelsior List quit prior to the completion of the last job for which they were employed, or were terminated for cause, and therefore are ineligible to vote in the upcoming mail ballot election:

Acaster Brandon  
6321 113 ST N # 903  
Seminole, FL 33772  
407-508-1431  
Mason  
No longer employed  
QUIT 5/15/2016

Brown, Kevin  
2027 Ribault Scenic Dr  
Jacksonville, FL 32208  
912-439-9408  
Mason  
No longer employed  
QUIT 2/4/2016

Copeland, Neville  
14364 COLONIAL GRAND BLVD #2410  
ORLANDO, FL 32837  
407-462-5958  
Mason  
No longer employed  
QUIT 1/10/16

Greenlee, Forrest  
44741 Monterrey Road  
Deland, FL 32720  
321-303-6461  
Mason  
No longer employed  
QUIT 4/1/16



Kronk, Jess  
355 HILLTOP CT  
Deland, FL 32724  
386-473-5069  
Mason  
No longer employed  
TERMED FOR NOT SHOWING UP 1/16/16

Moore, Jimmy  
5004 E Stokes Ferry Rd  
Hernando, FL 34442  
352-201-4060  
Mason  
No longer employed  
QUIT 4/3/2015

This should be the final correction. Please contact me if you have any questions regarding the foregoing.

I certify that I have copied counsel for the Union, Kim Walker, Esq., on this message.

CASE NO. 18-14163

**UNITED STATES COURT OF APPEALS  
FOR THE ELEVENTH CIRCUIT**

ADVANCED MASONRY ASSOCIATES, LLC  
d/b/a Advanced Masonry Services

(Petitioner/Appellant)

vs.

NATIONAL LABOR RELATIONS BOARD

(Respondent/Appellee)

A Petition for Review of an Order of the National Labor Relations Board

N.L.R.B. Case No. 12-CA-221114

---

**Tab No: 76**

---

From: Kimberly Walker  
 To: [Heaton, Mark T.](mailto:Heaton,Mark.T.)  
 Cc: [Thomas, Ida](mailto:Thomas,Ida)  
 Bcc: [George Nelson](mailto:George.Nelson); [Mike Postema](mailto:Mike.Postema); [SouthFloridaLaborersUnion](mailto:SouthFloridaLaborersUnion); [Bill Johnson](mailto:BillJohnson); [Ed Hawkins](mailto:Ed.Hawkins); [Halley Cowan](mailto:Halley.Cowan); [Ed Snyder](mailto:Ed.Snyder); [Frank Peterson](mailto:Frank.Peterson)  
 Subject: RE: Advanced Masonry Systems  
 Date: Wednesday, May 25, 2016 9:03:05 AM

Ida,

Here is the below names and contact information for the ballot request of Pretsch:

| <i>Last</i> | <i>First</i> | <i>Address</i>                 | <i>City</i>      | <i>State</i> | <i>Zip</i> |
|-------------|--------------|--------------------------------|------------------|--------------|------------|
| Almond      | David        | 10104 Hickory Hollow Court     | Tampa            | FL           | 33615      |
| Anderson    | Zion         | 1927 13 St.                    | S. St.Petersburg | FL           | 33705      |
| BAKER       | ROBERT       | 1080 S Hoagland Blvd Lot 165   | Kissimmee        | FL           | 34741      |
| CALLOW      | RONALD       | 1140 OLD UNION CHURCH RD       | Holladay         | TN           | 38341      |
| FRANCE      | MARK         | 305 S. 12TH ST                 | FULTON           | NY           | 13069      |
| Harvey      | Robert       | 14867 east shadow creek drive  | Biloxi           | MS           | 39532      |
| Paredes     | Balfre       | 1901 16th Avenue Dr W          | Bradenton        | FL           | 34205      |
| Pearson     | Raymond      | 4311 Hargrave St               | Orlando          | FL           | 32803      |
| Pretsch     | Robert       | 504 Magnolia St Apt 2          | New Smyrna Beach | FL           | 32158      |
| Reed        | George       | 1620 South Palmto Ave. Apt 106 | South Daytona    | FL           | 32117      |
| Wrench      | David        | 851 Avery St                   | Saint Augustine  | FL           | 32084      |
| Wrench      | Andrews      | 3837 OSPREY CIRCLE, Apt B      | Saint Augustine  | FL           | 32086      |

If you have any questions, please do not hesitate to contact me. Thank you!

Kim,

Kimberly C. Walker, P.C.  
 14423 Green Highway NE  
 Charlotte, NC 28537  
 251-928-8461

From: Heaton, Mark T. (<mailto:Mark.Heaton@nlrb.gov>)  
 Sent: Tuesday, May 24, 2016 10:06 AM  
 To: Kimberly Walker <[kwalker@kowlawfirm.com](mailto:kwalker@kowlawfirm.com)>  
 Cc: Thomas, Ida <[Ida.Thomas@nlrb.gov](mailto:Ida.Thomas@nlrb.gov)>  
 Subject: RE: Advanced Masonry Systems

Ms. Walker,

The pre-election conference will take place just prior to the national convention.

How many individuals does the union believe were omitted from the Voter List? We will need that information (name and addresses as a minimum) as soon as possible in order to prepare the election packet and notices. Speed is better even if it is just a partial list. Thank you.

Mark Heaton, Field Chairman

From: Kimberly Walker ([Kim.Walker@kowlawfirm.com](mailto:Kim.Walker@kowlawfirm.com))



**Sent:** Tuesday, May 24, 2016 10:30 AM  
**To:** Heaton, Mark T. <[Mark.Heaton@nlrb.gov](mailto:Mark.Heaton@nlrb.gov)>  
**Subject:** Advanced Masonry Systems

Mark,

I left you a message but wanted to e-mail you in case you were away from the office today. I wanted to determine if the pre-election conference was going to take place by phone before the ballots go out or if we were going to handle those items before the ballot count. Also, the Union intends to request ballots to be mailed to individuals it asserts were omitted from the Excelsior list. While they are trying to finalize the request today, I wanted to get the Region's position on the request being made tomorrow by a certain time if needed. Thanks so much

Kim

Kimberly C. Walker, P.C.  
14438 Scenic Highway 98  
Fairhope, AL 36532  
251-928-8461



CASE NO. 18-14163

**UNITED STATES COURT OF APPEALS  
FOR THE ELEVENTH CIRCUIT**

ADVANCED MASONRY ASSOCIATES, LLC  
d/b/a Advanced Masonry Services

(Petitioner/Appellant)

vs.

NATIONAL LABOR RELATIONS BOARD

(Respondent/Appellee)

A Petition for Review of an Order of the National Labor Relations Board

N.L.R.B. Case No. 12-CA-221114

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**Tab No: 77**

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From: Kimberly Walker  
 To: Heaton, Mark T.  
 Subject: RE: Advanced Masonry  
 Date: Wednesday, May 25, 2016 11:40:00 AM

03/19/

received the attached from Mr. Heaton. The information below is to be included.

Yellow is new additions

| Last     | First   | Address                         | City              | State | Zip   |
|----------|---------|---------------------------------|-------------------|-------|-------|
| Almond   | David   | 10104 Hickory Hollow Court      | Tampa             | FL    | 33615 |
| Anderson | Zion    | 1927 13 St.                     | S. St. Petersburg | FL    | 33705 |
| BAKER    | ROBERT  | 1080 S Hoagland Blvd Lot 165    | Kissimmee         | FL    | 34741 |
| CALLOW   | RONALD  | 1140 OLD UNION CHURCH RD        | Holladay          | TN    | 38341 |
| DYAL     | HERBERT | 3807 PARAPET DRIVE              | Cocoa             | FL    | 32926 |
| FRANCE   | MARK    | 305 S. 12TH ST                  | FULTON            | NY    | 13069 |
| Harvey   | Robert  | 14867 east shadow creek drive   | Biloxi            | MS    | 39532 |
| HASER    | RICHARD | 182 Monitor Dr                  | Flagler Beach     | FL    | 32136 |
| Mcneish  | Omar    | 827 FATIO ROAD                  | DeLand            | FL    | 32720 |
| Moore    | Ryan    | 101 8th street                  | New Smyrna Beach  | FL    | 32168 |
| Paredes  | Balfre  | 1901 16th Avenue Dr W           | Bradenton         | FL    | 34205 |
| Pearson  | Raymond | 4311 Hargrave St                | Orlando           | FL    | 32803 |
| Pretsch  | Robert  | 504 Magnolia St Apt 2           | New Smyrna Beach  | FL    | 32168 |
| Reed     | George  | 1620 South Palmeto Ave, Apt 106 | South Daytona     | FL    | 32117 |
| Wrench   | David   | 851 Avery St                    | Saint Augustine   | FL    | 32084 |
| Wrench   | Andrews | 3837 OSPREY CIRCLE, Apt B       | Saint Augustine   | FL    | 32086 |

Kimberly C. Walker, P.C.  
 144 FA Scenic Highway SE  
 Fairhope, AL 36532  
 251-975-8461

From: Heaton, Mark T. [mailto:Mark.Heaton@nlrb.gov]  
 Sent: Wednesday, May 25, 2016 10:57 AM  
 To: Kimberly Walker <kwalker@kcwlawfirm.com>  
 Subject: RE: Advanced Masonry

Ms. Walker

We will have to discuss these individuals at some point, if not before, at the pre-election conference, so it would be a good idea to provide the information earlier rather than later. You may also request that the Employer bring any documents relied upon to make its determination of eligibility to support its position if they believe those masons are not eligible. While we are not able to do a complete review prior to the election, they may find that they misread some folks and agree to include them.

Bottom line is, I think it would be helpful to share the information with the Employer.



Regards,

Mark Heaton, Field Examiner

**From:** Kimberly Walker [mailto:[kwalker@kcwlawfirm.com](mailto:kwalker@kcwlawfirm.com)]

**Sent:** Wednesday, May 25, 2016 11:48 AM

**To:** Heaton, Mark T. <[Mark.Heaton@nrlr.gov](mailto:Mark.Heaton@nrlr.gov)>

**Subject:** Advanced Masonry

Mark,

It has been a while since I have had this issue. Am I required to provide the Employer the names and contact information of the individuals for whom ballots were requested this morning?

Thanks

Kim

Kimberly C. Walker, P.C.  
14438 Scenic Highway 98  
Fairhope, AL 36532  
251-928-8461

CASE NO. 18-14163

**UNITED STATES COURT OF APPEALS  
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d/b/a Advanced Masonry Services

(Petitioner/Appellant)

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(Respondent/Appellee)

A Petition for Review of an Order of the National Labor Relations Board

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**Tab No: 78**

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**From:** Kimberly Walker  
**To:** "Heaton, Mark T."  
**Cc:** Charles J. Thomas (cjohnach@scnlaw.com)  
**Bcc:** Steve Nolms; Mike Brantome  
**Subject:** /Advanced Masonry Systems, Case No. 12-RC-175179  
**Date:** Thursday, May 26, 2016 11:56:00 AM  
**Attachments:** Ballot request.docx

Mark,

Please see attached representing one new ballot request; a corrected address and three new addresses for existing voters. Thank you so much.

Kimberly C. Walker, P.C.  
14438 Scenic Highway 98  
Fairhope, AL 36532  
251-928-8461



**Ballot request:**

Keith Baxley

PO Box 52

Barberville, FL 32105

**Corrected Address:**

Richard Wright

2311 9<sup>th</sup> St. SW

Akron, OH 44314

**New Addresses:**

Timothy Call

669 8<sup>th</sup> St.

Holly Hill, FL 32117

Robert Frost

4251 SE 200 Ave

Morrison, FL 32668

Ronald Callow

9601 US 411

Delano, TN 37325

Erasmus Hernandez

2400 Palm Av

Haines City , FL33844



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A Petition for Review of an Order of the National Labor Relations Board

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**Tab No: 79**

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**From:** Kimberly Walker  
**To:** "Heaton, Mark T."  
**Cc:** Mike Bontempo  
**Subject:** 12-RC-175179  
**Date:** Thursday, June 2, 2016 9:00:00 AM  
**Attachments:** Heaton, Ryan - Change of Address.pdf

Mark,

The Union has discovered a change of address and needs to request that a replacement ballot be sent to the attached voter and address.

Kim

Kimberly C. Walker, P.C.  
14438 Scenic Highway 98  
Fairhope, AL 36532  
251-928-8461



As of: Feb 2016



## Member Change of Address Notification for International Bricklayers and Allied Craftworkers

| Member Info: |  |
|--------------|--|
| IU #         | 539795   |
| Name         | Ryan Moore                                       |
| Phone #      | 386-689-5647                                     |
| New Address: | 320 West Wisconsin Ave.<br>Orange City, FL 32763 |

**From:**

BAC Local 08 Southeast

P.O. Box 41369

Nashville, TN 37204

Office: (615) 255-6000

Fax: (615) 730-5662

Email: amckinley@bacsoutheast.org

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**Tab No: 80**

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**From:** Kimberly Walker  
**To:** "Heaton, Mark T."  
**Cc:** Mike Bontempo; Steve Nelms  
**Subject:** 12-RC-175179  
**Date:** Thursday, June 2, 2016 9:14:00 AM

---

Mark,

A replacement ballot is also requested for Neville Copeland at the following address:

1121 Byerly Way  
Orlando FL 32818

Kim

Kimberly C. Walker, P.C.  
14438 Scenic Highway 98  
Fairhope, AL 36532  
251-928-8461

-----Original Message-----

From: Michael Bontempo [mailto:[mbontempo@baesoutheast.org](mailto:mbontempo@baesoutheast.org)]  
Sent: Thursday, June 2, 2016 9:13 AM  
To: Kimberly Walker <[kwalker@kewlawfirm.com](mailto:kwalker@kewlawfirm.com)>  
Cc: Stephen Nelms <[snelms@baeweb.org](mailto:snelms@baeweb.org)>; Jay Smith <[jsmith@baesoutheast.org](mailto:jsmith@baesoutheast.org)>  
Subject: Copeland

Kim

It has also come to my attention that Neville Copeland address has changed to :  
Neville Copeland  
1121 Byerly Way  
Orlando FL 32818

Thanks

Sent from my iPhone



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(Respondent/Appellee)

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**Tab No: 81**

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**From:** Kimberly Walker  
**To:** "Heaton, Mark T."  
**Subject:** Advanced Masonry  
**Date:** Monday, June 6, 2016 12:17:00 PM

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Mark,

I know this request is past the deadline, but the Union has been informed that the following individuals did not receive mail ballots and are requesting that replacement ballots be sent to them at the following addresses.

Dervonne Moore: new address 320 West Wisconsin Ave. Orange City FL 32763

Ramon Camacho: 5607 Center St. Wimauma FL 33598

Flynn Gamble: 4200 62<sup>nd</sup> Ave. #338 Pinellas Park FL 33781

Kimberly C. Walker, P.C.  
14438 Scenic Highway 98  
Fairhope, AL 36532  
251-928-8461



CASE NO. 18-14163

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**Tab No: 82**

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## Local 08-SE: View GEORGE REED

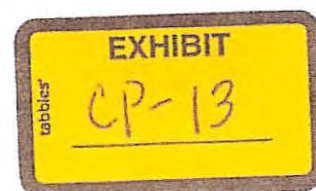
Select a Range of Dates for hours to be displayed.

Select dates of the 1st of the month.

From 05/01/2014 (mm/dd/yyyy) To 05/30/2016 (mm/dd/yyyy) Submit

Showing by employer. View monthly totals.

| Month   | Employer                     | Hours  |
|---------|------------------------------|--------|
| 05/2016 | Pullman Power Llc            | 70.00  |
| 04/2016 | Pullman Power Llc            | 8.00   |
| 02/2016 | Advanced Masonry Systems Inc | 176.00 |
| 01/2016 | Advanced Masonry Systems Inc | 203.50 |



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**Tab No: 83**

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Local 08-SE: View **ROBERT BAKER**

Select a Range of Dates for hours to be displayed.

From: Current as of the 1st of this month.

From: 05/01/2014 (mm/dd/yyyy) To: 04/30/2016 (mm/dd/yyyy) Submit

Showing by employer. View monthly totals

| Work Month | Employer                      | Hours  |
|------------|-------------------------------|--------|
| 04/2016    | Apollo Const And Eng Serv Inc | 32.00  |
| 04/2016    | Pullman Power Llc             | 130.00 |
| 03/2016    | Walt Disney World/payroll Off | 206.00 |
| 02/2016    | Advanced Masonry Systems Inc  | 38.00  |
| 02/2016    | Walt Disney World/payroll Off | 96.00  |
| 01/2016    | Advanced Masonry Systems Inc  | 152.50 |
| 12/2015    | Advanced Masonry Systems Inc  | 150.50 |
| 11/2015    | Advanced Masonry Systems Inc  | 165.25 |
| 10/2015    | Advanced Masonry Systems Inc  | 116.25 |
| 10/2015    | Wood Milton J Company         | 40.00  |
| 09/2015    | Wood Milton J Company         | 177.50 |
| 08/2015    | Regal Services Llc            | 24.00  |
| 08/2015    | Wood Milton J Company         | 68.50  |
| 07/2015    | Regal Services Llc            | 139.00 |
| 06/2015    | Regal Services Llc            | 165.50 |
| 05/2015    | Regal Services Llc            | 89.50  |
| 04/2015    | Corotech Const Aquisition Co  | 38.00  |
| 03/2015    | Corotech Const Aquisition Co  | 65.00  |
| 03/2015    | Thorpe J T And Sons Inc       | 90.00  |



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**Tab No: 84**

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Local 08-SE View **Raymond Pearson**

Select a Range of Dates for hours to be displayed.

Current as of the 1st of this month:

from 05/01/2014 (m/d/yyyy) To 12/30/2016 (m/d/yyyy) Submit

View by employer View monthly totals

| Month   | Employer                                      | Hours  |
|---------|---|--------|
| 11/2016 | T C R Enterprises DbA J And K Masonry Company | 110.00 |
| 10/2016 | T C R Enterprises DbA J And K Masonry Company | 160.00 |
| 09/2016 | T C R Enterprises DbA J And K Masonry Company | 129.50 |
| 08/2016 | T C R Enterprises DbA J And K Masonry Company | 188.50 |
| 07/2016 | Hagerman Construction Corp                    | 143.50 |
| 07/2016 | T C R Enterprises DbA J And K Masonry Company | 40.00  |
| 05/2016 | Pullman Power Llc                             | 66.00  |
| 04/2016 | Pullman Power Llc                             | 8.00   |
| 04/2016 | Thorpe J T And Sons Inc                       | 36.00  |
| 03/2016 | Thorpe J T And Sons Inc                       | 40.00  |
| 02/2016 | Advanced Masonry Systems Inc                  | 58.50  |
| 01/2016 | Advanced Masonry Systems Inc                  | 72.50  |
| 12/2015 | Advanced Masonry Systems Inc                  | 179.00 |
| 11/2015 | Advanced Masonry Systems Inc                  | 193.50 |
| 10/2015 | Advanced Masonry Systems Inc                  | 111.50 |
| 10/2015 | Wood Milton J Company                         | 40.00  |
| 09/2015 | Wood Milton J Company                         | 179.00 |
| 08/2015 | Wood Milton J Company                         | 68.50  |



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## Local 08-SE: View Robert Harvey

Select a Range of Dates for hours to be displayed.

For purposes of the list of this report:

From 04/01/2014 (mm/dd/yyyy) To 12/30/2016 (mm/dd/yyyy) Submit

Showing by employer. View monthly totals

| Work Month | Employer                     | Hours  |
|------------|------------------------------|--------|
| 10/2015    | Advanced Masonry Systems Inc | 32.00  |
| 09/2015    | Advanced Masonry Systems Inc | 34.50  |
| 08/2015    | Advanced Masonry Systems Inc | 96.50  |
| 07/2015    | Advanced Masonry Systems Inc | 171.25 |
| 06/2015    | Advanced Masonry Systems Inc | 62.50  |
| 06/2015    | Regal Services Llc           | 63.50  |
| 05/2015    | Regal Services Llc           | 62.00  |
| 04/2015    | Thorpe J T And Sons Inc      | 45.50  |
| 03/2015    | Thorpe J T And Sons Inc      | 202.00 |
| 02/2015    | Thorpe J T And Sons Inc      | 159.50 |
| 01/2015    | Thorpe J T And Sons Inc      | 164.50 |
| 12/2014    | Thorpe J T And Sons Inc      | 160.00 |
| 11/2014    | Thorpe J T And Sons Inc      | 138.00 |
| 10/2014    | Thorpe J T And Sons Inc      | 203.00 |
| 09/2014    | Thorpe J T And Sons Inc      | 214.00 |
| 08/2014    | Pyro Industrial Services Inc | 30.00  |
| 07/2014    | Pyro Industrial Services Inc | 192.50 |



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## Local 08-SE: View Robert Pietsch

Select a Range of Dates for hours to be displayed.

Start Date as of the 1st of this month.

From 05/01/2014 (mm/dd/yyyy) To 04/30/2016 (mm/dd/yyyy) Submit

Showing by employer. View monthly totals

| Work Month | Employer                     | Hours  |
|------------|------------------------------|--------|
| 02/2016    | Advanced Masonry Systems Inc | 150.00 |
| 01/2016    | Advanced Masonry Systems Inc | 157.00 |
| 12/2015    | Advanced Masonry Systems Inc | 158.00 |
| 11/2015    | Advanced Masonry Systems Inc | 170.25 |
| 10/2015    | Advanced Masonry Systems Inc | 203.75 |
| 09/2015    | Advanced Masonry Systems Inc | 71.00  |



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**Tab No: 87**

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## Local 08-SE: View David Wrench

Select a Range of Dates for hours to be displayed.

From: 1st of the 1st of this month

From: 05/01/2014 To: 12/30/2016 Submit

Showing by employer. View monthly totals

| Work Month | Employer                     | Hours  |
|------------|------------------------------|--------|
| 06/2016    | Ice - G A Masonry Inc        | 12.00  |
| 07/2016    | Ice - G A Masonry Inc        | 148.00 |
| 08/2016    | Ice - G A Masonry Inc        | 200.50 |
| 09/2016    | Ice - G A Masonry Inc        | 176.50 |
| 10/2016    | Ice - G A Masonry Inc        | 101.00 |
| 03/2016    | Meyer C R And Sons Company   | 219.00 |
| 02/2016    | Meyer C R And Sons Company   | 76.50  |
| 01/2016    | Advanced Masonry Systems Inc | 97.25  |
| 12/2015    | Advanced Masonry Systems Inc | 163.75 |
| 11/2015    | Advanced Masonry Systems Inc | 174.50 |
| 10/2015    | Advanced Masonry Systems Inc | 231.00 |
| 09/2015    | Advanced Masonry Systems Inc | 161.00 |
| 08/2015    | Advanced Masonry Systems Inc | 84.00  |



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**Tab No: 88**

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## Local 08-SE: View JOHN SMITH

Select a Range of Dates for hours to be displayed.

and current as of the 1st of this month

From 05/01/2014 To 12/30/2016 Submit

Showing by employer [View monthly totals](#)

| Date    | Employer                     | Hours  |
|---------|------------------------------|--------|
| 05/2016 | Pullman Power Llc            | 70.00  |
| 04/2016 | Pullman Power Llc            | 8.00   |
| 01/2016 | Advanced Masonry Systems Inc | 125.50 |
| 12/2015 | Advanced Masonry Systems Inc | 152.00 |
| 11/2015 | Advanced Masonry Systems Inc | 143.50 |
| 10/2015 | Advanced Masonry Systems Inc | 131.75 |
| 09/2015 | Advanced Masonry Systems Inc | 132.25 |
| 08/2015 | Advanced Masonry Systems Inc | 127.25 |
| 07/2015 | Advanced Masonry Systems Inc | 163.00 |
| 11/2014 | Advanced Masonry Systems Inc | 4.50   |
| 10/2014 | Advanced Masonry Systems Inc | 79.50  |



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**Tab No: 89**

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International Trowel Trades  
Fringe Benefit Funds

Report # 336645

| EMPLOYER NAME                | PARENT LOCAL | ACCOUNT # | CHAPTER | CVG | REPORT MONTH | DUE DATE |
|------------------------------|--------------|-----------|---------|-----|--------------|----------|
| Advanced Masonry Systems Inc | 8-SE         | 280841    | 3-FL    | 13  | 12/2015      |          |

☐ Please check if job complete and no other report forms needed.☐ Please check if Employee Worksheet is not needed.

## PART I - International Fringe Benefit Funds

Rate Period:

IPF/PPA Hours Rounded: No

Special Rateset: No

Title Code A: Work Hrs B:

ADVANCED MASONRY SYSTEMS  
INC  
5403 ASHTON COURT  
SARASOTA, FL 34233  
USA

Fund

Rate x

Hours =

Total

Int'l Pension Fund

\$0.50 x 12511 = 6255.50

Int'l Masonry Inst.

\$0.05 x 1 = 625.55

IU Dues Check-Off

\$0.22 x 1 = 2752.42

Int'l Health Fund

\$1.76 x 1 = 22019.36

Other Charges or Credits

International Fringe Sub Total &gt;&gt;&gt; 31652.83

## PART II - Local Fringe Benefits

## MAILING ADDRESSES

-----THREE COPIES-----

-----ORIGINAL-----

SOUTHERN BENEFIT ADMINISTRATORS, INC  
P.O. BOX 1449  
GOODLETTSVILLE, TN 37070-1449

INTERNATIONAL PENSION FUND (BAC)  
620 F ST, NW - DEPT 400  
WASHINGTON, DC 20004

| TYPE PAYMENT | RATE/HR | # HOURS | AMOUNT DUE | ADJUSTMENTS | REMITTED |
|--------------|---------|---------|------------|-------------|----------|
|--------------|---------|---------|------------|-------------|----------|

1. MAKE ONE CHECK PAYABLE TO FLORIDA TROWEL TRADES ESCROW ACCOUNT FOR THE FUNDS BELOW AND MAIL WITH THREE COPIES TO THE ADDRESS ABOVE.

|                     |          |          |            |             |                         |
|---------------------|----------|----------|------------|-------------|-------------------------|
| LOCAL DUES          | 4%       |          | \$ 7015.98 | \$(2752.42) | \$ 4263.56              |
| LOCAL PENSION       | @ \$ .49 | FOR..... | \$.....    | \$.....     | \$ 6130.39              |
| APPRENTICESHIP FUND | @ \$ .05 | FOR..... | \$.....    | \$.....     | \$ 625.55               |
| SUB-TOTAL           |          |          |            |             | LOCAL TOTAL \$ 11019.50 |

2. MAKE ONE CHECK PAYABLE TO BRICKLAYERS INT'L PENSION FUND FOR THE INT'L FRINGE SUB-TOTAL AND MAIL WITH THE ORIGINAL TO THE ADDRESS ABOVE.

COUNTIES : CHARLOTTE \* CITRUS \* COLLIER \* DE SOTA \* HARDEE \* HERNANDO  
HIGHLANDS \* HILLSBOROUGH & LEE & MANATEE \* PASCO \* PINELLAS

I hereby certify that this is a true report of all hours paid during the report month, in accordance with the obligations assumed by this firm under the current applicable collective bargaining agreement and the provisions of the applicable trust agreements. I further certify that this report does not include contributions on behalf of any self-employed individuals or any employee not covered by the collective bargaining agreement. Any false statements or representation made in reporting on this form may subject you to prosecution under 18C USC § 1027. The penalty for which is a fine of \$10,000, imprisonment of 5 years, or both.

941-926-3155

SIGNATURE OF PREPARER

DATE

TELEPHONE NUMBER

FAX NUMBER

## CALCULATION SUMMARY

EXHIBIT

tabbies

CP-22

AKAS  
676  
BA

## INTERNATIONAL TROWEL TRADES

## FRINGE BENEFIT FUNDS

| EMPLOYER NAME            | PARENT LOCAL | ACCOUNT # | CHAPTER | CVG | MONTH   |
|--------------------------|--------------|-----------|---------|-----|---------|
| ADVANCED MASONRY SYSTEMS | 1-FL         | 280841    | 3-FL    | 11  | 12/2015 |

|                      |            | A                  |          | B        |  | C |
|----------------------|------------|--------------------|----------|----------|--|---|
| EMPLOYEE'S NAME      | HOME LOCAL | SOCIAL SECURITY NO | WORK HRS | WAGES    |  |   |
| Wolosz, Todd         |            |                    | 160.00   | 6500.00  |  |   |
| Chandler, Leroy      |            |                    | 151.50   | 3437.20  |  |   |
| McNett, Brent        |            |                    | 160.00   | 6600.00  |  |   |
| Calderon, Maynor     |            |                    | 130.00   | 2830.00  |  |   |
| Booth, Danny         |            |                    | 160.00   | 5800.00  |  |   |
| Carney, Marc         |            |                    | 160.00   | 10200.00 |  |   |
| Rivera-Zavala, Julio |            |                    | 97.50    | 1940.89  |  |   |
| Morales, Mario       |            |                    | 160.00   | 6200.00  |  |   |
| McDonald, Lonnie     |            |                    | 156.00   | 3401.75  |  |   |
| Billings, Rodney     |            |                    | 138.00   | 3061.00  |  |   |
| McCullough, Allen    |            |                    | 115.50   | 2280.00  |  |   |
| Booth Jr, Danny      |            |                    | 148.00   | 2642.00  |  |   |
| Quinteros, Jimmy     |            |                    | 135.50   | 2642.25  |  |   |
| Copeland, Neville    |            |                    | 184.50   | 4815.50  |  |   |
| Jekot, Mark          |            |                    | 156.00   | 3589.00  |  |   |
| Lee, Gary            |            |                    | 83.25    | 1606.75  |  |   |
| Wheeler, Johnnie     |            |                    | 69.00    | 1376.71  |  |   |
| Smith, John          |            |                    | 152.00   | 3065.00  |  |   |
| Hale, Coy            |            |                    | 160.00   | 4250.00  |  |   |
| Deane, Alex          |            |                    | 163.00   | 3302.50  |  |   |
| Baker, Robert        |            |                    | 150.50   | 3424.00  |  |   |
| Moore, Dervonne      |            |                    | 162.25   | 3795.25  |  |   |
| Clark, Jeremy        |            |                    | 174.00   | 4183.00  |  |   |
| Holliman, Rick       |            |                    | 180.50   | 4397.50  |  |   |
| Baxley, David        |            |                    | 139.00   | 2761.00  |  |   |
| Baxley, Keith        |            |                    | 111.00   | 2229.00  |  |   |
| Kronk, Jess          |            |                    | 82.00    | 1630.50  |  |   |
| Omahoney, Jeremiah   |            |                    | 183.75   | 4581.75  |  |   |
| Hughes, Timothy      |            |                    | 162.50   | 3847.50  |  |   |
| Call, Timothy        |            |                    | 159.00   | 3188.50  |  |   |
| Blalock, Bo          |            |                    | 127.00   | 2438.00  |  |   |
| Park, William        |            |                    | 155.50   | 3088.75  |  |   |
| Wingate, William     |            |                    | 156.00   | 3131.50  |  |   |
| Losoncy, Kevin       |            |                    | 164.00   | 3853.00  |  |   |
| Haser, Richard       |            |                    | 120.50   | 2764.00  |  |   |
| Fetezer, Bruce       |            |                    | 159.00   | 3163.50  |  |   |
| Dyal, Herbert        |            |                    | 163.00   | 3795.00  |  |   |
| Knight, Bogus        |            |                    | 139.00   | 2718.25  |  |   |
| Wrench, David        |            |                    | 163.75   | 3844.75  |  |   |
| Hewitt, John         |            |                    | 98.50    | 1970.00  |  |   |
| Pietsch, Robert      |            |                    | 158.00   | 3655.00  |  |   |
| Whitehead, James     |            |                    | 168.00   | 3891.50  |  |   |
| Moore, Ryan          |            |                    | 139.50   | 3132.50  |  |   |
| Hickey, Dustin       |            |                    | 106.00   | 2434.00  |  |   |
| Pearson, Raymond     |            |                    | 179.00   | 4348.00  |  |   |
| White, Jimmy         |            |                    | 73.00    | 1421.50  |  |   |
| Kilgore, Jerry       |            |                    | 36.50    | 693.50   |  |   |
| Gilmore, Jimmie      |            |                    | 90.00    | 1830.00  |  |   |
| Oatman, Randy        |            |                    | 111.00   | 2205.25  |  |   |
| Dociler, Emiler      |            |                    | 127.00   | 2504.50  |  |   |
| Camacho, Roberto     |            |                    | 71.00    | 1374.00  |  |   |
| Williams, Janson     |            |                    | 69.00    | 1383.50  |  |   |
| France, Mark         |            |                    | 92.00    | 2181.00  |  |   |

Amis 07



|                     |  |  |          |           |  |
|---------------------|--|--|----------|-----------|--|
|                     |  |  |          |           |  |
| Non-members:        |  |  |          |           |  |
| Tapia, Alvaro       |  |  | 174.50   |           |  |
| Guerra, Lucio       |  |  | 145.50   |           |  |
| Smith, Charles Sr   |  |  | 143.50   |           |  |
| Rosa, Dominick Jr   |  |  | 143.00   |           |  |
| Luna, Gerardo       |  |  | 163.00   |           |  |
| Barlow, Jacob       |  |  | 145.25   |           |  |
| Degrauw, Robert     |  |  | 145.25   |           |  |
| Robinson, Troy      |  |  | 131.50   |           |  |
| Cabello, Enrique    |  |  | 161.50   |           |  |
| Caprio, Daniel      |  |  | 135.00   |           |  |
| Greenlee, Forrest   |  |  | 161.00   |           |  |
| Pierce, Danny       |  |  | 39.00    |           |  |
| Myers, Matthew      |  |  | 175.25   |           |  |
| Bryant, Timothy     |  |  | 148.00   |           |  |
| Gilliard, Rodney    |  |  | 163.75   |           |  |
| Guevara, Jose       |  |  | 154.00   |           |  |
| Morales, Jose       |  |  | 24.00    |           |  |
| Caudillo, Valentino |  |  | 154.00   |           |  |
| Wrench, Andrew      |  |  | 156.00   |           |  |
| Norwood, Willie     |  |  | 171.50   |           |  |
| Bryla, Mark         |  |  | 153.50   |           |  |
| Brown, Kevin        |  |  | 118.25   |           |  |
| Harris, Malcum      |  |  | 157.00   |           |  |
| Horton, Mathew      |  |  | 154.00   |           |  |
| White, Jimmy        |  |  | 64.00    |           |  |
| Hollmon, Derwin     |  |  | 138.00   |           |  |
| Mikulski, Scott     |  |  | 159.00   |           |  |
| Dotson, William     |  |  | 159.00   |           |  |
| Gilmore, Jimmie     |  |  | 69.00    |           |  |
| Oatman, Randy       |  |  | 21.00    |           |  |
| Dociler, Emiler     |  |  | 21.00    |           |  |
| Mills, Jarod        |  |  | 167.00   |           |  |
| Rivers, John        |  |  | 101.50   |           |  |
| Polk, Ray           |  |  | 23.00    |           |  |
| Ortiz, Ricardo      |  |  | 152.00   |           |  |
| Holloway, Timothy   |  |  | 139.25   |           |  |
| Dale, Raymond       |  |  | 152.50   |           |  |
| Ireland, John       |  |  | 105.50   |           |  |
| Camacho, Roberto    |  |  | 37.00    |           |  |
| Williams, Janson    |  |  | 45.00    |           |  |
| France, Mark        |  |  | 54.00    |           |  |
| Jones, Paul         |  |  | 89.50    |           |  |
| Callow, Ronald      |  |  | 103.00   |           |  |
| Sanchez, Jesus      |  |  | 8.00     |           |  |
| Taylor, Timothy     |  |  | 18.00    |           |  |
| Delellis, Paul      |  |  | 18.00    |           |  |
| Anderson, Zion      |  |  | 34.00    |           |  |
|                     |  |  |          |           |  |
|                     |  |  |          |           |  |
| TOTALS              |  |  | 12511.00 | 175399.55 |  |

AMS 075

International Trowel Trades  
Fringe Benefit Funds

Report # 336645

| EMPLOYER NAME                | PARENT LOCAL | ACCOUNT # | CHAPTER | CVG | REPORT MONTH | DUE DATE |
|------------------------------|--------------|-----------|---------|-----|--------------|----------|
| Advanced Masonry Systems Inc | 8-SE         | 280841    | 3-FL    | 13  | 12/2015      |          |

☒ Please check if job complete and no other report forms needed.☐ Please check if Employee Worksheet is not needed.

## PART I - International Fringe Benefit Funds

Rate Period:

IPF/PPA Hours Rounded: No

Special Rateset: No

Title Code A: Work Hrs B:

ADVANCED MASONRY SYSTEMS  
INC  
5403 ASHTON COURT  
SARASOTA, FL 34233  
USA

| Fund                | Rate x   | Hours = | Total    |
|---------------------|----------|---------|----------|
| Int'l Pension Fund  | \$0.50 x | 1251.1  | 625.50   |
| Int'l Masonry Inst. | \$0.05 x |         | 625.55   |
| IU Dues Check-Off   | \$0.22 x |         | 275.42   |
| Int'l Health Fund   | \$1.76 x |         | 22019.36 |

Other Charges or Credits

International Fringe Sub Total &gt;&gt;&gt; 31652.83

## PART II - Local Fringe Benefits

## MAILING ADDRESSES

-----THREE COPIES-----

-----ORIGINAL-----

SOUTHERN BENEFIT ADMINISTRATORS, INC  
P.O. BOX 1449  
GOODLETTSVILLE, TN 37070-1449INTERNATIONAL PENSION FUND (BAC)  
620 F ST, NW - DEPT 400  
WASHINGTON, DC 20004

| TYPE PAYMENT   | RATE/HR  | # HOURS  | AMOUNT DUE | ADJUSTMENTS  | REMITTED                |
|--|----------|----------|------------|--------------|-------------------------|
| 1. MAKE ONE CHECK PAYABLE TO FLORIDA TROWEL TRADES ESCROW ACCOUNT FOR THE FUNDS BELOW AND MAIL WITH THREE COPIES TO THE ADDRESS ABOVE. |          |          |            |              |                         |
| LOCAL DUES   | 4%       |          | \$ 7015.98 | \$ (2752.42) | \$ 4263.56              |
| LOCAL PENSION  | @ \$ .49 | FOR..... | \$ .....   | \$ .....     | \$ 6130.39              |
| APPRENTICESHIP FUND  | @ \$ .05 | FOR..... | \$ .....   | \$ .....     | \$ 625.55               |
| SUB-TOTAL  |          |          |            |              | LOCAL TOTAL \$ 11019.50 |

2. MAKE ONE CHECK PAYABLE TO BRICKLAYERS INT'L PENSION FUND FOR THE INT'L FRINGE SUB-TOTAL AND MAIL WITH THE ORIGINAL TO THE ADDRESS ABOVE.

COUNTIES : CHARLOTTE \* CITRUS \* COLLIER \* DE SOTA \* HARDEE \* HERNANDO  
HIGHLANDS \* HILLSBOROUGH & LEE & MANATEE \* PASCO \* PINELLAS

I hereby certify that this is a true report of all hours paid during the report month, in accordance with the obligations assumed by this firm under the current applicable collective bargaining agreement and the provisions of the applicable trust agreements. I further certify that this report does not include contributions on behalf of any self-employed individuals or any employee not covered by the collective bargaining agreement. Any false statements or representation made in reporting on this form may subject you to prosecution under 18 USC § 1027. The penalty for which is a fine of \$10,000, imprisonment of 5 years, or both.

SIGNATURE OF PREPARER

DATE

941-926-3155

TELEPHONE NUMBER

FAX NUMBER

AMS 079

**INTERNATIONAL TROWEL TRADES  
FRINGE BENEFIT FUNDS**

| EMPLOYER NAME                   | PARENT LOCAL | ACCOUNT #     | CHAPTER     | CVG       | MONTH          |
|---------------------------------|--------------|---------------|-------------|-----------|----------------|
| <b>ADVANCED MASONRY SYSTEMS</b> | <b>1-FL</b>  | <b>280841</b> | <b>3-FL</b> | <b>11</b> | <b>12/2015</b> |

|                      |            | <b>A</b>           |          | <b>B</b> | <b>C</b> |
|----------------------|------------|--------------------|----------|----------|----------|
| EMPLOYEE'S NAME      | HOME LOCAL | SOCIAL SECURITY NO | WORK HRS | WAGES    |          |
| Wolosz, Todd         |            |                    | 160.00   | 6500.00  |          |
| Chandler, Leroy      |            |                    | 151.50   | 3437.20  |          |
| McNett, Brent        |            |                    | 160.00   | 6600.00  |          |
| Calderon, Maynor     |            |                    | 130.00   | 2830.00  |          |
| Booth, Danny         |            |                    | 160.00   | 5800.00  |          |
| Carney, Marc         |            |                    | 160.00   | 10200.00 |          |
| Rivera-Zavala, Julio |            |                    | 97.50    | 1940.89  |          |
| Morales, Mario       |            |                    | 160.00   | 6200.00  |          |
| McDonald, Lonnie     |            |                    | 156.00   | 3401.75  |          |
| Billings, Rodney     |            |                    | 138.00   | 3061.00  |          |
| McCullough, Allen    |            |                    | 115.50   | 2280.00  |          |
| Booth Jr, Danny      |            |                    | 148.00   | 2642.00  |          |
| Quinteros, Jimmy     |            |                    | 135.50   | 2642.25  |          |
| Copeland, Neville    |            |                    | 184.50   | 4815.50  |          |
| Jekot, Mark          |            |                    | 156.00   | 3589.00  |          |
| Lee, Gary            |            |                    | 83.25    | 1606.75  |          |
| Wheeler, Johnnie     |            |                    | 69.00    | 1376.71  |          |
| Smith, John          |            |                    | 152.00   | 3065.00  |          |
| Hale, Coy            |            |                    | 160.00   | 4250.00  |          |
| Deane, Alex          |            |                    | 163.00   | 3302.50  |          |
| Baker, Robert        |            |                    | 150.50   | 3424.00  |          |
| Moore, Dervonne      |            |                    | 162.25   | 3795.25  |          |
| Clark, Jeremy        |            |                    | 174.00   | 4183.00  |          |
| Holliman, Rick       |            |                    | 180.50   | 4397.50  |          |
| Baxley, David        |            |                    | 139.00   | 2761.00  |          |
| Baxley, Keith        |            |                    | 111.00   | 2229.00  |          |
| Kronk, Jess          |            |                    | 82.00    | 1630.50  |          |
| Omahoney, Jeremiah   |            |                    | 188.75   | 4581.75  |          |
| Hughes, Timothy      |            |                    | 162.50   | 3847.50  |          |
| Call, Timothy        |            |                    | 159.00   | 3188.50  |          |
| Blalock, Bo          |            |                    | 127.00   | 2438.00  |          |
| Park, William        |            |                    | 155.50   | 3088.75  |          |
| Wingate, William     |            |                    | 156.00   | 3131.50  |          |
| Losoncy, Kevin       |            |                    | 164.00   | 3853.00  |          |
| Haser, Richard       |            |                    | 120.50   | 2764.00  |          |
| Fetezer, Bruce       |            |                    | 159.00   | 3163.50  |          |
| Dyal, Herbert        |            |                    | 163.00   | 3795.00  |          |
| Knight, Bogus        |            |                    | 139.00   | 2718.25  |          |
| Wrench, David        |            |                    | 163.75   | 3844.75  |          |
| Hewitt, John         |            |                    | 98.50    | 1970.00  |          |
| Pietsch, Robert      |            |                    | 158.00   | 3655.00  |          |
| Whitehead, James     |            |                    | 163.00   | 3891.50  |          |
| Moore, Ryan          |            |                    | 139.50   | 3132.50  |          |
| Hickey, Dustin       |            |                    | 106.00   | 2434.00  |          |
| Pearson, Raymond     |            |                    | 179.00   | 4348.00  |          |
| White, Jimmy         |            |                    | 73.00    | 1421.50  |          |
| Kilgore, Jerry       |            |                    | 36.50    | 693.50   |          |
| Gilmore, Jimmie      |            |                    | 90.00    | 1830.00  |          |
| Oatman, Randy        |            |                    | 111.00   | 2205.25  |          |
| Dociler, Emiler      |            |                    | 127.00   | 2504.50  |          |
| Camacho, Roberto     |            |                    | 71.00    | 1374.00  |          |
| Williams, Janson     |            |                    | 69.00    | 1383.50  |          |
| France, Mark         |            |                    | 92.00    | 2181.00  |          |

AMS 080

|                     |  |  |          |           |  |
|---------------------|--|--|----------|-----------|--|
|                     |  |  |          |           |  |
| Non-members:        |  |  |          |           |  |
| Tapia, Alvaro       |  |  | 174.50   |           |  |
| Guerra, Lucio       |  |  | 145.50   |           |  |
| Smith, Charles Sr   |  |  | 143.50   |           |  |
| Rosa, Dominick Jr   |  |  | 143.00   |           |  |
| Luna, Gerardo       |  |  | 163.00   |           |  |
| Barlow, Jacob       |  |  | 145.25   |           |  |
| Degrauw, Robert     |  |  | 145.25   |           |  |
| Robinson, Troy      |  |  | 131.50   |           |  |
| Cabello, Enrique    |  |  | 161.50   |           |  |
| Caprio, Daniel      |  |  | 135.00   |           |  |
| Greenlee, Forrest   |  |  | 161.00   |           |  |
| Pierce, Danny       |  |  | 39.00    |           |  |
| Myers, Matthew      |  |  | 175.25   |           |  |
| Bryant, Timothy     |  |  | 148.00   |           |  |
| Gilliard, Rodney    |  |  | 163.75   |           |  |
| Guevara, Jose       |  |  | 154.00   |           |  |
| Morales, Jose       |  |  | 24.00    |           |  |
| Caudillo, Valentino |  |  | 154.00   |           |  |
| Wrench, Andrew      |  |  | 156.00   |           |  |
| Norwood, Willie     |  |  | 171.50   |           |  |
| Bryla, Mark         |  |  | 153.50   |           |  |
| Brown, Kevin        |  |  | 118.25   |           |  |
| Harris, Malcum      |  |  | 157.00   |           |  |
| Horton, Mathew      |  |  | 154.00   |           |  |
| White, Jimmy        |  |  | 64.00    |           |  |
| Hollmon, Derwin     |  |  | 138.00   |           |  |
| Mikulski, Scott     |  |  | 159.00   |           |  |
| Dotson, William     |  |  | 159.00   |           |  |
| Gilmore, Jimmie     |  |  | 69.00    |           |  |
| Oatman, Randy       |  |  | 21.00    |           |  |
| Dociler, Emiler     |  |  | 21.00    |           |  |
| Mills, Jarod        |  |  | 167.00   |           |  |
| Rivers, John        |  |  | 101.50   |           |  |
| Polk, Ray           |  |  | 23.00    |           |  |
| Ortiz, Ricardo      |  |  | 152.00   |           |  |
| Holloway, Timothy   |  |  | 139.25   |           |  |
| Dale, Raymond       |  |  | 152.50   |           |  |
| Ireland, John       |  |  | 106.50   |           |  |
| Camacho, Roberto    |  |  | 37.00    |           |  |
| Williams, Janson    |  |  | 45.00    |           |  |
| France, Mark        |  |  | 54.00    |           |  |
| Jones, Paul         |  |  | 89.50    |           |  |
| Callow, Ronald      |  |  | 103.00   |           |  |
| Sanchez, Jesus      |  |  | 8.00     |           |  |
| Taylor, Timothy     |  |  | 18.00    |           |  |
| Delellis, Paul      |  |  | 18.00    |           |  |
| Anderson, Zion      |  |  | 34.00    |           |  |
|                     |  |  |          |           |  |
|                     |  |  |          |           |  |
| TOTALS              |  |  | 12511.00 | 175399.55 |  |

ARMS 051

International Trowel Trades  
Fringe Benefit Funds

Report # 336645

| EMPLOYER NAME                | PARENT LOCAL | ACCOUNT # | CHAPTER | CVG | REPORT MONTH | DUE DATE |
|------------------------------|--------------|-----------|---------|-----|--------------|----------|
| Advanced Masonry Systems Inc | 8-SE         | 280841    | 3-FL    | 13  | 12/2015      |          |

☐ Please check if job complete and no other report forms needed.☐ Please check if Employee Worksheet is not needed.

## PART I - International Fringe Benefit Funds

| Rate Period:  | Fund                               | Rate   | x | Hours  | = | Total    |
|---|------------------------------------|--------|---|--------|---|----------|
| IPF/PPA Hours Rounded: No   | Int'l Pension Fund                 | \$0.50 | x | 1251.1 | = | 6255.50  |
| Special Rateset: No   | Int'l Masonry Inst.                | \$0.05 | x | 1      | = | 625.55   |
| Title Code A: Work Hrs B:   | IU Dues Check-Off                  | \$0.22 | x | 1      | = | 2752.42  |
|   | Int'l Health Fund                  | \$1.76 | x | 1      | = | 22019.36 |
| ADVANCED MASONRY SYSTEMS<br>INC<br>5403 ASHTON COURT<br>SARASOTA, FL 34233<br>USA | Other Charges or Credits           |        |   |        | = | -        |
|   | International Fringe Sub Total >>> |        |   |        | = | 31652.83 |

## PART II - Local Fringe Benefits

## MAILING ADDRESSES

-----THREE COPIES-----

-----ORIGINAL-----

SOUTHERN BENEFIT ADMINISTRATORS, INC  
P.O. BOX 1449  
GOODLETTSVILLE, TN 37070-1449INTERNATIONAL PENSION FUND (BAC)  
620 F ST, NW - DEPT 400  
WASHINGTON, DC 20004

| TYPE PAYMENT   | RATE/HR  | # HOURS  | AMOUNT DUE | ADJUSTMENTS | REMITTED                |
|--|----------|----------|------------|-------------|-------------------------|
| 1. MAKE ONE CHECK PAYABLE TO FLORIDA TROWEL TRADES ESCROW ACCOUNT FOR THE FUNDS BELOW AND MAIL WITH THREE COPIES TO THE ADDRESS ABOVE. |          |          |            |             |                         |
| LOCAL DUES   | 4%       | .....    | \$ 7015.98 | \$(2752.42) | \$ 4263.56              |
| LOCAL PENSION  | @ \$ .49 | FOR..... | \$.....    | \$.....     | \$ 6130.39              |
| APPRENTICESHIP FUND  | @ \$ .05 | FOR..... | \$.....    | \$.....     | \$ 625.55               |
| SUB-TOTAL  |          |          |            |             | LOCAL TOTAL \$ 11019.50 |

2. MAKE ONE CHECK PAYABLE TO BRICKLAYERS INT'L PENSION FUND FOR THE INT'L FRINGE SUB-TOTAL AND MAIL WITH THE ORIGINAL TO THE ADDRESS ABOVE.

COUNTIES : CHARLOTTE \* CITRUS \* COLLIER \* DE SOTA \* HARDEE \* HERNANDO  
HIGHLANDS \* HILLSBOROUGH & LEE & MANATEE \* PASCO \* PINELLAS

I hereby certify that this is a true report of all hours paid during the report month, in accordance with the obligations assumed by this firm under the current applicable collective bargaining agreement and the provisions of the applicable trust agreements; further certify that this report does not include contributions on behalf of any self-employed individuals or any employee not covered by the collective bargaining agreement. Any false statements or representation made in reporting on this form may subject you to prosecution under 18C USC § 1027. The penalty for which is a fine of \$10,000, imprisonment of 5 years, or both.

SIGNATURE OF PREPARER

DATE

941-926-3155  
TELEPHONE NUMBER

FAX NUMBER

CALCULATION SUMMARY

AMS 082

## INTERNATIONAL TROWEL TRADES

## FRINGE BENEFIT FUNDS

| EMPLOYER NAME            | PARENT LOCAL | ACCOUNT # | CHAPTER | CVG | MONTH   |
|--------------------------|--------------|-----------|---------|-----|---------|
| ADVANCED MASONRY SYSTEMS | 1-FL         | 280841    | 3-FL    | 11  | 12/2015 |

|                      |            | A                  |          | B        | C |
|----------------------|------------|--------------------|----------|----------|---|
| EMPLOYEE'S NAME      | HOME LOCAL | SOCIAL SECURITY NO | WORK HRS | WAGES    |   |
| Wolosz, Todd         |            |                    | 160.00   | 6500.00  |   |
| Chandler, Leroy      |            |                    | 151.50   | 3437.20  |   |
| McNett, Brent        |            |                    | 160.00   | 6600.00  |   |
| Calderon, Maynor     |            |                    | 130.00   | 2830.00  |   |
| Booth, Danny         |            |                    | 160.00   | 5800.00  |   |
| Carney, Marc         |            |                    | 160.00   | 10200.00 |   |
| Rivera-Zavala, Julio |            |                    | 97.50    | 1940.89  |   |
| Morales, Mario       |            |                    | 160.00   | 6200.00  |   |
| McDonald, Lonnie     |            |                    | 155.00   | 3401.75  |   |
| Billings, Rodney     |            |                    | 138.00   | 3061.00  |   |
| McCullough, Allen    |            |                    | 115.50   | 2280.00  |   |
| Booth Jr, Danny      |            |                    | 148.00   | 2642.00  |   |
| Quinteros, Jimmy     |            |                    | 135.50   | 2642.25  |   |
| Copeland, Neville    |            |                    | 184.50   | 4815.50  |   |
| Jekot, Mark          |            |                    | 155.00   | 3589.00  |   |
| Lee, Gary            |            |                    | 83.25    | 1606.75  |   |
| Wheeler, Johnnie     |            |                    | 69.00    | 1376.71  |   |
| Smith, John          |            |                    | 152.00   | 3065.00  |   |
| Hale, Coy            |            |                    | 160.00   | 4250.00  |   |
| Deane, Alex          |            |                    | 163.00   | 3302.50  |   |
| Baker, Robert        |            |                    | 150.50   | 3424.00  |   |
| Moore, Dervonne      |            |                    | 162.25   | 3795.25  |   |
| Clark, Jeremy        |            |                    | 174.00   | 4183.00  |   |
| Holliman, Rick       |            |                    | 180.50   | 4397.50  |   |
| Baxley, David        |            |                    | 139.00   | 2761.00  |   |
| Baxley, Keith        |            |                    | 111.00   | 2229.00  |   |
| Kronk, Jess          |            |                    | 82.00    | 1630.50  |   |
| Omahoney, Jeremiah   |            |                    | 188.75   | 4581.75  |   |
| Hughes, Timothy      |            |                    | 162.50   | 3847.50  |   |
| Call, Timothy        |            |                    | 159.00   | 3188.50  |   |
| Blalock, Bo          |            |                    | 127.00   | 2438.00  |   |
| Park, William        |            |                    | 155.50   | 3088.75  |   |
| Wingate, William     |            |                    | 156.00   | 3131.50  |   |
| Losoncy, Kevin       |            |                    | 164.00   | 3853.00  |   |
| Haser, Richard       |            |                    | 120.50   | 2764.00  |   |
| Fetezer, Bruce       |            |                    | 159.00   | 3163.50  |   |
| Dyal, Herbert        |            |                    | 163.00   | 3795.00  |   |
| Knight, Bogus        |            |                    | 139.00   | 2718.25  |   |
| Wrench, David        |            |                    | 163.75   | 3844.75  |   |
| Hewitt, John         |            |                    | 98.50    | 1970.00  |   |
| Pietsch, Robert      |            |                    | 158.00   | 3655.00  |   |
| Whitehead, James     |            |                    | 168.00   | 3891.50  |   |
| Moore, Ryan          |            |                    | 139.50   | 3132.50  |   |
| Hickey, Dustin       |            |                    | 106.00   | 2434.00  |   |
| Pearson, Raymond     |            |                    | 179.00   | 4348.00  |   |
| White, Jimmy         |            |                    | 73.00    | 1421.50  |   |
| Kilgore, Jerry       |            |                    | 36.50    | 693.50   |   |
| Gilmore, Jimmie      |            |                    | 90.00    | 1830.00  |   |
| Oatman, Randy        |            |                    | 111.00   | 2205.25  |   |
| Dociler, Emiler      |            |                    | 127.00   | 2504.50  |   |
| Camacho, Roberto     |            |                    | 71.00    | 1374.00  |   |
| Williams, Janson     |            |                    | 69.00    | 1383.50  |   |
| France, Mark         |            |                    | 92.00    | 2181.00  |   |

AM  
083



|                     |  |  |          |           |  |
|---------------------|--|--|----------|-----------|--|
| Non-members:        |  |  |          |           |  |
| Tapia, Alvaro       |  |  | 174.50   |           |  |
| Guerra, Lucio       |  |  | 145.50   |           |  |
| Smith, Charles Sr   |  |  | 143.50   |           |  |
| Rosa, Dominick Jr   |  |  | 143.00   |           |  |
| Luna, Gerardo       |  |  | 163.00   |           |  |
| Barlow, Jacob       |  |  | 145.25   |           |  |
| Degrauw, Robert     |  |  | 145.25   |           |  |
| Robinson, Troy      |  |  | 131.50   |           |  |
| Cabello, Enrique    |  |  | 161.50   |           |  |
| Caprio, Daniel      |  |  | 135.00   |           |  |
| Greenlee, Forrest   |  |  | 161.00   |           |  |
| Pierce, Danny       |  |  | 39.00    |           |  |
| Myers, Matthew      |  |  | 175.25   |           |  |
| Bryant, Timothy     |  |  | 148.00   |           |  |
| Gilliard, Rodney    |  |  | 168.75   |           |  |
| Guevara, Jose       |  |  | 154.00   |           |  |
| Morales, Jose       |  |  | 24.00    |           |  |
| Caudillo, Valentino |  |  | 154.00   |           |  |
| Wrench, Andrew      |  |  | 155.00   |           |  |
| Norwood, Willie     |  |  | 171.50   |           |  |
| Bryla, Mark         |  |  | 153.50   |           |  |
| Brown, Kevin        |  |  | 113.25   |           |  |
| Harris, Malcum      |  |  | 157.00   |           |  |
| Horton, Mathew      |  |  | 154.00   |           |  |
| White, Jimmy        |  |  | 64.00    |           |  |
| Hollmon, Derwin     |  |  | 133.00   |           |  |
| Mikulski, Scott     |  |  | 159.00   |           |  |
| Dotson, William     |  |  | 159.00   |           |  |
| Gilmore, Jimmie     |  |  | 69.00    |           |  |
| Oatman, Randy       |  |  | 21.00    |           |  |
| Dociler, Emiler     |  |  | 21.00    |           |  |
| Mills, Jarod        |  |  | 167.00   |           |  |
| Rivers, John        |  |  | 101.50   |           |  |
| Polk, Ray           |  |  | 23.00    |           |  |
| Ortiz, Ricardo      |  |  | 152.00   |           |  |
| Holloway, Timothy   |  |  | 139.25   |           |  |
| Dale, Raymond       |  |  | 152.50   |           |  |
| Ireland, John       |  |  | 105.50   |           |  |
| Camacho, Roberto    |  |  | 37.00    |           |  |
| Williams, Janson    |  |  | 45.00    |           |  |
| France, Mark        |  |  | 54.00    |           |  |
| Jones, Paul         |  |  | 89.50    |           |  |
| Callow, Ronald      |  |  | 103.00   |           |  |
| Sanchez, Jesus      |  |  | 8.00     |           |  |
| Taylor, Timothy     |  |  | 18.00    |           |  |
| Delellis, Paul      |  |  | 18.00    |           |  |
| Anderson, Zion      |  |  | 34.00    |           |  |
|                     |  |  |          |           |  |
|                     |  |  |          |           |  |
| <b>TOTALS</b>       |  |  | 12511.00 | 175399.55 |  |

AMS 084

CASE NO. 18-14163

**UNITED STATES COURT OF APPEALS  
FOR THE ELEVENTH CIRCUIT**

ADVANCED MASONRY ASSOCIATES, LLC  
d/b/a Advanced Masonry Services

(Petitioner/Appellant)

vs.

NATIONAL LABOR RELATIONS BOARD

(Respondent/Appellee)

A Petition for Review of an Order of the National Labor Relations Board

N.L.R.B. Case No. 12-CA-221114

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**Tab No: 90**

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☐ Please check if job complete and no other report forms needed. ☐ Please check if Employee Worksheet is not needed.

## PART I - International Fringe Benefit Funds

Rate Period:

IPF/PPA Hours Rounded: No

Special Rateset: No

Title Code A: Work Hrs B:

**ADVANCED MASONRY SYSTEMS  
INC  
5403 ASHTON COURT  
SARASOTA, FL 34233  
USA**

| Fund                | Rate   | x | Hours  | = | Total    |
|---------------------|--------|---|--------|---|----------|
| Int'l Pension Fund  | \$0.50 | x | 13,310 | = | 6605-    |
| Int'l Masonry Inst. | \$0.05 | x |        | = | 660.50   |
| IU Dues Check-Off   | \$0.22 | x |        | = | 2906.20  |
| Int'l Health Fund   | \$1.76 | x |        | = | 23249.60 |

Other Charges or Credits

International Fringe Sub Total >>> **33,421.30**

## PART II - Local Fringe Benefits

MAILING ADDRESSES

-----THREE COPIES-----

-----ORIGINAL-----

**SOUTHERN BENEFIT ADMINISTRATORS, INC  
P.O. BOX 1449  
GOODLETTSVILLE, TN 37070-1449**

**INTERNATIONAL PENSION FUND (BAC)  
520 F ST, NW - DEPT 400  
WASHINGTON, DC 20004**

| TYPE PAYMENT | RATE/HR | # HOURS | AMOUNT DUE | ADJUSTMENTS | REMITTED |
|--------------|---------|---------|------------|-------------|----------|
|--------------|---------|---------|------------|-------------|----------|

1. MAKE ONE CHECK PAYABLE TO FLORIDA TROWEL TRADES ESCROW ACCOUNT FOR THE FUNDS BELOW AND MAIL WITH THREE COPIES TO THE ADDRESS ABOVE.

|                     |          |          |            |          |              |                         |
|---------------------|----------|----------|------------|----------|--------------|-------------------------|
| LOCAL DUES          | 4%       |          | \$ 7565.97 |          | \$ (7906.20) | \$ 4659.77              |
| LOCAL PENSION       | @ \$ .49 | FOR..... | \$ .....   | \$ ..... | \$ .....     | \$ 6472.90              |
| APPRENTICESHIP FUND | @ \$ .05 | FOR..... | \$ .....   | \$ ..... | \$ .....     | \$ 660.50               |
| SUB-TOTAL           |          |          |            |          |              | LOCAL TOTAL \$ 11793.17 |

2. MAKE ONE CHECK PAYABLE TO BRICKLAYERS INT'L PENSION FUND FOR THE INT'L FRINGE SUB-TOTAL AND MAIL WITH THE ORIGINAL TO THE ADDRESS ABOVE.

COUNTIES : CHARLOTTE \* CITRUS \* COLLIER \* DE SOTA \* HARDEE \* HERNANDO  
HIGHLANDS \* HILLSBOROUGH & LEE & MANATEE \* PASCO \* PINELLAS

I hereby certify that this is a true report of all hours paid during the report month, in accordance with the obligations assumed by this firm under the current applicable collective bargaining agreement and the provisions of the applicable trust agreements. I further certify that this report does not include contributions on behalf of any self-employed individuals or any employee not covered by the collective bargaining agreement. Any false statements or representation made in reporting on this form may subject you to prosecution under 18C USC § 1017. The penalty for which is a fine of \$10,000, imprisonment of 5 years, or both.

SIGNATURE OF PREPARER

DATE

CALCULATION SUMMARY

941-926-3155

FAX NUMBER

EXHIBIT

CP-23

Am

## FRINGE BENEFIT FUNDS

| EMPLOYER NAME            | PARENT LOCAL | ACCOUNT #          | CHAPTER  | CVG      | MONTH  |
|--------------------------|--------------|--------------------|----------|----------|--------|
| ADVANCED MASONRY SYSTEMS | 1-FL         | 280841             | 3-FL     | 11       | 1/2016 |
| A                        |              |                    | B        |          |        |
| EMPLOYEE'S NAME          | HOME LOCAL   | SOCIAL SECURITY NO | WORK HRS | WAGES    | C      |
| Wolosz, Todd             |              |                    | 200.00   | 7500.00  |        |
| Chandler, Leroy          |              |                    | 173.50   | 3794.44  |        |
| McNett, Brent            |              |                    | 200.00   | 7000.00  |        |
| Reed, George             |              |                    | 203.50   | 2713.50  |        |
| Calderon, Maynor         |              |                    | 171.00   | 3696.00  |        |
| Booth, Danny             |              |                    | 200.00   | 6000.00  |        |
| Carney, Marc             |              |                    | 200.00   | 10250.00 |        |
| Rivera-Zavala, Julio     |              |                    | 188.50   | 3812.25  |        |
| Smith Sr, Charles        |              |                    | 106.00   | 2115.75  |        |
| Morales, Mario           |              |                    | 200.00   | 6500.00  |        |
| McDonald, Lonnie         |              |                    | 134.50   | 2757.25  |        |
| Billings, Rodney         |              |                    | 165.50   | 3641.00  |        |
| Booth Jr, Danny          |              |                    | 183.00   | 3048.00  |        |
| Quinteros, Jimmy         |              |                    | 135.00   | 2631.50  |        |
| Copeland, Neville        |              |                    | 129.00   | 2876.50  |        |
| Balark, Ellis Jr         |              |                    | 180.00   | 2760.00  |        |
| Jekot, Mark              |              |                    | 169.50   | 3811.50  |        |
| Wheeler, Johnnie         |              |                    | 138.50   | 2713.23  |        |
| Walker, James            |              |                    | 45.50    | 728.00   |        |
| Smith, John              |              |                    | 125.50   | 2432.00  |        |
| Hale, Coy                |              |                    | 200.00   | 5000.00  |        |
| Deane, Alex              |              |                    | 192.50   | 3809.50  |        |
| Baker, Robert            |              |                    | 152.50   | 3355.00  |        |
| Moore, Dervonne          |              |                    | 169.00   | 3773.00  |        |
| Clark, Jeremy            |              |                    | 168.50   | 3707.00  |        |
| Holliman, Rick           |              |                    | 154.50   | 3399.00  |        |
| Baxley, David            |              |                    | 158.50   | 3011.50  |        |
| Baxley, Keith            |              |                    | 165.00   | 3162.50  |        |
| Kronk, Jess              |              |                    | 116.75   | 2218.25  |        |
| Omahoney, Jeremiah       |              |                    | 158.00   | 3476.00  |        |
| Hughes, Timothy          |              |                    | 52.50    | 1155.00  |        |
| Call, Timothy            |              |                    | 171.50   | 3306.00  |        |
| Blalock, Bo              |              |                    | 155.50   | 2954.50  |        |
| Park, William            |              |                    | 165.50   | 3163.50  |        |
| Wingate, William         |              |                    | 171.50   | 3315.50  |        |
| Losoncy, Kevin           |              |                    | 163.00   | 3586.00  |        |
| Haser, Richard           |              |                    | 140.00   | 3080.00  |        |
| Fetezer, Bruce           |              |                    | 162.50   | 3135.00  |        |
| Dyal, Herbert            |              |                    | 164.50   | 3674.00  |        |
| Knight, Bogus            |              |                    | 165.00   | 3135.00  |        |
| Wrench, David            |              |                    | 131.75   | 2953.50  |        |
| Pietsch, Robert          |              |                    | 157.00   | 3454.00  |        |
| Whitehead, James         |              |                    | 158.50   | 3487.00  |        |
| Moore, Ryan              |              |                    | 116.00   | 2552.00  |        |
| Hickey, Dustin           |              |                    | 94.00    | 2068.00  |        |
| Steele, Kyle             |              |                    | 168.25   | 2817.38  |        |
| Pearson, Raymond         |              |                    | 72.50    | 1595.00  |        |
| White, Jimmy             |              |                    | 158.75   | 3049.50  |        |
| Gilmore, Jimmie          |              |                    | 163.50   | 3601.50  |        |
| Oatman, Randy            |              |                    | 156.00   | 2964.00  |        |
| Dociler, Emiler          |              |                    | 186.50   | 3629.00  |        |
| Camacho, Roberto         |              |                    | 97.00    | 1843.00  |        |
| Williams, Janson         |              |                    | 160.50   | 3082.75  |        |
| France, Mark             |              |                    | 139.00   | 3069.00  |        |
| Callow, Ronald           |              |                    | 122.00   | 2766.50  |        |
| Non-members:             |              |                    |          |          |        |
| Tapia, Alvaro            |              |                    | 182.50   |          |        |
| Guerra, Lucio            |              |                    | 103.00   |          |        |

AMS 086

|                   |                |                        |                  |
|-------------------|----------------|------------------------|------------------|
| Smith, Charles Sr | Case: 18-14163 | Date Filed: 01/09/2019 | Page: 252 of 290 |
| Rosa, Dominick Jr |                | 179.00                 |                  |
| Luna, Gerardo     |                | 208.50                 |                  |
| Ross, Victor      |                | 126.50                 |                  |
| Barlow, Jacob     |                | 147.25                 |                  |
| Degrauw, Robert   |                | 139.25                 |                  |
| Robinson, Troy    |                | 152.00                 |                  |
| Cabello, Enrique  |                | 199.00                 |                  |
| Caprio, Daniel    |                | 182.50                 |                  |
| Myers, Matthew    |                | 203.50                 |                  |
| Bryant, Timothy   |                | 150.50                 |                  |
| Gilliard, Rodney  |                | 126.50                 |                  |
| Guevara, Jose     |                | 115.25                 |                  |
| Wrench, Andrew    |                | 79.00                  |                  |
| Bryla, Mark       |                | 180.50                 |                  |
| Harris, Malcum    |                | 150.50                 |                  |
| Horton, Mathew    |                | 131.00                 |                  |
| Mikulski, Scott   |                | 162.75                 |                  |
| Dotson, William   |                | 166.50                 |                  |
| Mills, Jarod      |                | 154.75                 |                  |
| Rivers, John      |                | 126.00                 |                  |
| Ortiz, Ricardo    |                | 170.50                 |                  |
| Holloway, Timothy |                | 167.25                 |                  |
| Dale, Raymond     |                | 166.50                 |                  |
| Ireland, John     |                | 136.00                 |                  |
| Callow, Ronald    |                | 24.00                  |                  |
| Sanchez, Jesus    |                | 191.00                 |                  |
| Anderson, Zion    |                | 156.00                 |                  |
| Gamble, Flynn     |                | 122.50                 |                  |
| Acevedo, David    |                | 100.50                 |                  |
| Ebright, James    |                | 85.50                  |                  |
|                   |                |                        |                  |
| TOTALS            |                | 13210.00               | 139149.30        |

AMS 087



## Fringe Benefit Funds

Report # 336645C

| EMPLOYER NAME                | PARENT LOCAL | ACCOUNT # | CHAPTER | CVG | REPORT MONTH | DUE DATE |
|------------------------------|--------------|-----------|---------|-----|--------------|----------|
| Advanced Masonry Systems Inc | 8-SE         | 280841    | 3-FL    | 13  | 1/2016       |          |

☐ Please check if job complete and no other report forms needed.☐ Please check if Employee Worksheet is not needed.

## PART I - International Fringe Benefit Funds

Rate Period:

IPF/PPA Hours Rounded: No

Special Rateset: No

Title Code A: Work Hrs B:

ADVANCED MASONRY SYSTEMS  
INC  
5403 ASHTON COURT  
SARASOTA, FL 34233  
USA

Fund

Rate x

Hours =

Total

Int'l Pension Fund

\$0.50 x

13,210 =

6605-

Int'l Masonry Inst.

\$0.05 x

=

660.50

IU Dues Check-Off

\$0.22 x

=

2906.20

Int'l Health Fund

\$1.76 x

=

23249.60

Other Charges or Credits

International Fringe Sub Total &gt;&gt;&gt; 33,421.30

## PART II - Local Fringe Benefits

## MAILING ADDRESSES

-----THREE COPIES-----

-----ORIGINAL-----

SOUTHERN BENEFIT ADMINISTRATORS, INC  
P.O. BOX 1449  
GOODLETTSVILLE, TN 37070-1449

INTERNATIONAL PENSION FUND (BAC)  
620 F ST, NW - DEPT 400  
WASHINGTON, DC 20004

| TYPE PAYMENT | RATE/HR | # HOURS | AMOUNT DUE | ADJUSTMENTS | REMITTED |
|--------------|---------|---------|------------|-------------|----------|
|--------------|---------|---------|------------|-------------|----------|

1. MAKE ONE CHECK PAYABLE TO FLORIDA TROWEL TRADES ESCROW ACCOUNT FOR THE FUNDS BELOW AND MAIL WITH THREE COPIES TO THE ADDRESS ABOVE.

LOCAL DUES

4%

7565.97 (2906.20) 4659.77

LOCAL PENSION

@ \$ .49

FOR.....

\$ 6472.90

APPRENTICESHIP FUND

@ \$ .05

FOR.....

\$ 660.50

SUB-TOTAL

LOCAL TOTAL \$ 11793.17

2. MAKE ONE CHECK PAYABLE TO BRICKLAYERS INT'L PENSION FUND FOR THE INT'L FRINGE SUB-TOTAL AND MAIL WITH THE ORIGINAL TO THE ADDRESS ABOVE.

COUNTIES : CHARLOTTE \* CITRUS \* COLLIER \* DE SOTA \* HARDEE \* HERNANDO  
HIGHLANDS \* HILLSBOROUGH & LEE & MANATEE \* PASCO \* PINELLAS

I hereby certify that this is a true report of all hours paid during the report month, in accordance with the obligations assumed by this firm under the current applicable collective bargaining agreement and the provisions of the applicable trust agreements. I further certify that this report does not include contributions on behalf of any self-employed individuals or any employee not covered by the collective bargaining agreement. Any false statements or representation made in reporting on this form may subject you to prosecution under 18C USC § 1027. The penalty for which is a fine of \$10,000, imprisonment of 5 years, or both.

SIGNATURE OF PREPARER

DATE

941-926-3155

TELEPHONE NUMBER

FAX NUMBER

AMS 088



## FRINGE BENEFIT FUNDS

| EMPLOYER NAME            | PARENT LOCAL | ACCOUNT #          | CHAPTER  | CVG      | MONTH  |
|--------------------------|--------------|--------------------|----------|----------|--------|
| ADVANCED MASONRY SYSTEMS | 1-FL         | 280841             | 3-FL     | 11       | 1/2016 |
| A                        |              |                    | B        |          | C      |
| EMPLOYEE'S NAME          | HOME LOCAL   | SOCIAL SECURITY NO | WORK HRS | WAGES    |        |
| Wolosz, Todd             |              |                    | 200.00   | 7500.00  |        |
| Chandler, Leroy          |              |                    | 173.50   | 3794.44  |        |
| McNett, Brent            |              |                    | 200.00   | 7000.00  |        |
| Reed, George             |              |                    | 203.50   | 2713.50  |        |
| Calderon, Maynor         |              |                    | 171.00   | 3696.00  |        |
| Booth, Danny             |              |                    | 200.00   | 6000.00  |        |
| Carney, Marc             |              |                    | 200.00   | 10250.00 |        |
| Rivera-Zavala, Julio     |              |                    | 188.50   | 3812.25  |        |
| Smith Sr, Charles        |              |                    | 106.00   | 2115.75  |        |
| Morales, Mario           |              |                    | 200.00   | 6500.00  |        |
| McDonald, Lonnie         |              |                    | 134.50   | 2757.25  |        |
| Billings, Rodney         |              |                    | 165.50   | 3641.00  |        |
| Booth Jr, Danny          |              |                    | 183.00   | 3048.00  |        |
| Quinteros, Jimmy         |              |                    | 135.00   | 2631.50  |        |
| Copeland, Neville        |              |                    | 129.00   | 2876.50  |        |
| Balark, Ellis Jr         |              |                    | 180.00   | 2760.00  |        |
| Jekot, Mark              |              |                    | 169.50   | 3811.50  |        |
| Wheeler, Johnnie         |              |                    | 138.50   | 2713.23  |        |
| Walker, James            |              |                    | 45.50    | 728.00   |        |
| Smith, John              |              |                    | 125.50   | 2432.00  |        |
| Hale, Coy                |              |                    | 200.00   | 5000.00  |        |
| Deane, Alex              |              |                    | 192.50   | 3809.50  |        |
| Baker, Robert            |              |                    | 152.50   | 3355.00  |        |
| Moore, Dervonne          |              |                    | 169.00   | 3773.00  |        |
| Clark, Jeremy            |              |                    | 168.50   | 3707.00  |        |
| Holliman, Rick           |              |                    | 154.50   | 3399.00  |        |
| Baxley, David            |              |                    | 158.50   | 3011.50  |        |
| Baxley, Keith            |              |                    | 165.00   | 3182.50  |        |
| Kronk, Jess              |              |                    | 116.75   | 2218.25  |        |
| Omahoney, Jeremiah       |              |                    | 158.00   | 3476.00  |        |
| Hughes, Timothy          |              |                    | 52.50    | 1155.00  |        |
| Call, Timothy            |              |                    | 171.50   | 3306.00  |        |
| Blalock, Bo              |              |                    | 155.50   | 2954.50  |        |
| Park, William            |              |                    | 165.50   | 3163.50  |        |
| Wingate, William         |              |                    | 171.50   | 3315.50  |        |
| Losoncy, Kevin           |              |                    | 163.00   | 3586.00  |        |
| Haser, Richard           |              |                    | 140.00   | 3080.00  |        |
| Fetezer, Bruce           |              |                    | 162.50   | 3135.00  |        |
| Dyal, Herbert            |              |                    | 164.50   | 3674.00  |        |
| Knight, Bogus            |              |                    | 165.00   | 3135.00  |        |
| Wrench, David            |              |                    | 131.75   | 2953.50  |        |
| Pietsch, Robert          |              |                    | 157.00   | 3454.00  |        |
| Whitehead, James         |              |                    | 158.50   | 3487.00  |        |
| Moore, Ryan              |              |                    | 116.00   | 2552.00  |        |
| Hickey, Dustin           |              |                    | 94.00    | 2068.00  |        |
| Steele, Kyle             |              |                    | 168.25   | 2817.38  |        |
| Pearson, Raymond         |              |                    | 72.50    | 1595.00  |        |
| White, Jimmy             |              |                    | 158.75   | 3049.50  |        |
| Gilmore, Jimmie          |              |                    | 163.50   | 3601.50  |        |
| Oatman, Randy            |              |                    | 156.00   | 2964.00  |        |
| Dociler, Emiler          |              |                    | 186.50   | 3629.00  |        |
| Camacho, Roberto         |              |                    | 97.00    | 1843.00  |        |
| Williams, Janson         |              |                    | 160.50   | 3082.75  |        |
| France, Mark             |              |                    | 139.00   | 3069.00  |        |
| Callow, Ronald           |              |                    | 122.00   | 2766.50  |        |
| Non-members:             |              |                    |          |          |        |
| Tapia, Alvaro            |              |                    | 182.50   |          |        |
| Guerra, Lucio            |              |                    | 103.00   |          |        |

AMS 089

|                   |                |                        |                  |
|-------------------|----------------|------------------------|------------------|
| Smith, Charles Sr | Case: 18-14163 | Date Filed: 01/09/2019 | Page: 255 of 290 |
| Rosa, Dominick Jr |                | 179.00                 |                  |
| Luna, Gerardo     |                | 208.50                 |                  |
| Ross, Victor      |                | 126.50                 |                  |
| Barlow, Jacob     |                | 147.25                 |                  |
| Degrauw, Robert   |                | 139.25                 |                  |
| Robinson, Troy    |                | 152.00                 |                  |
| Cabello, Enrique  |                | 199.00                 |                  |
| Caprio, Daniel    |                | 182.50                 |                  |
| Myers, Matthew    |                | 203.50                 |                  |
| Bryant, Timothy   |                | 150.50                 |                  |
| Gilliard, Rodney  |                | 126.50                 |                  |
| Guevara, Jose     |                | 115.25                 |                  |
| Wrench, Andrew    |                | 79.00                  |                  |
| Bryla, Mark       |                | 180.50                 |                  |
| Harris, Malcum    |                | 150.50                 |                  |
| Horton, Mathew    |                | 131.00                 |                  |
| Mikulski, Scott   |                | 162.75                 |                  |
| Dotson, William   |                | 166.50                 |                  |
| Mills, Jarod      |                | 154.75                 |                  |
| Rivers, John      |                | 126.00                 |                  |
| Ortiz, Ricardo    |                | 170.50                 |                  |
| Holloway, Timothy |                | 167.25                 |                  |
| Dale, Raymond     |                | 166.50                 |                  |
| Ireland, John     |                | 136.00                 |                  |
| Callow, Ronald    |                | 24.00                  |                  |
| Sanchez, Jesus    |                | 191.00                 |                  |
| Anderson, Zion    |                | 156.00                 |                  |
| Gamble, Flynn     |                | 122.50                 |                  |
| Acevedo, David    |                | 100.50                 |                  |
| Ebright, James    |                | 85.50                  |                  |
|                   |                |                        |                  |
| TOTALS            |                | 13210.00               | 189149.30        |

AMS 090

International Trowel Trades  
Fringe Benefit Funds

Report # 336645C

| EMPLOYER NAME                | PARENT LOCAL | ACCOUNT # | CHAPTER | CVG | REPORT MONTH | DUE DATE |
|------------------------------|--------------|-----------|---------|-----|--------------|----------|
| Advanced Masonry Systems Inc | 8-SE         | 280841    | 3-FL    | 13  | 1/2016       |          |

☐ Please check if job complete and no other report forms needed.☐ Please check if Employee Worksheet is not needed.

## PART I - International Fringe Benefit Funds

Rate Period:

IPF/PPA Hours Rounded: No

Special Rateset: No

Title Code A: Work Hrs B:

ADVANCED MASONRY SYSTEMS  
INC  
5403 ASHTON COURT  
SARASOTA, FL 34233  
USA

| Fund                               | Rate x   | Hours = | Total      |
|------------------------------------|----------|---------|------------|
| Int'l Pension Fund                 | \$0.50 x | 13,210  | = 6605-    |
| Int'l Masonry Inst.                | \$0.05 x |         | = 660.50   |
| IU Dues Check-Off                  | \$0.22 x |         | = 2906.20  |
| Int'l Health Fund                  | \$1.76 x |         | = 23249.60 |
| Other Charges or Credits           |          |         | -          |
| International Fringe Sub Total >>> |          |         | 33,421.30  |

## PART II - Local Fringe Benefits

## MAILING ADDRESSES

-----THREE COPIES-----

-----ORIGINAL-----

SOUTHERN BENEFIT ADMINISTRATORS, INC  
P.O. BOX 1449  
GOODLETTSVILLE, TN 37070-1449

INTERNATIONAL PENSION FUND (BAC)  
620 F ST, NW - DEPT 400  
WASHINGTON, DC 20004

| TYPE PAYMENT | RATE/HR | # HOURS | AMOUNT DUE | ADJUSTMENTS | REMITTED |
|--------------|---------|---------|------------|-------------|----------|
|--------------|---------|---------|------------|-------------|----------|

1. MAKE ONE CHECK PAYABLE TO FLORIDA TROWEL TRADES ESCROW ACCOUNT FOR THE FUNDS BELOW AND MAIL WITH THREE COPIES TO THE ADDRESS ABOVE.

|                     |          |          |            |             |                         |
|---------------------|----------|----------|------------|-------------|-------------------------|
| LOCAL DUES          | 4%       |          | \$ 7505.97 | \$(2906.20) | \$ 4659.77              |
| LOCAL PENSION       | @ \$ .49 | FOR..... | \$.....    | \$.....     | \$ 6472.90              |
| APPRENTICESHIP FUND | @ \$ .05 | FOR..... | \$.....    | \$.....     | \$ 660.50               |
| SUB-TOTAL           |          |          |            |             | LOCAL TOTAL \$ 11793.17 |

2. MAKE ONE CHECK PAYABLE TO BRICKLAYERS INT'L PENSION FUND FOR THE INT'L FRINGE SUB-TOTAL AND MAIL WITH THE ORIGINAL TO THE ADDRESS ABOVE.

COUNTIES : CHARLOTTE \* CITRUS \* COLLIER \* DE SOTA \* HARDEE \* HERNANDO  
HIGHLANDS \* HILLSBOROUGH & LEE & MANATEE \* PASCO \* PINELLAS

I hereby certify that this is a true report of all hours paid during the report month, in accordance with the obligations assumed by this firm under the current applicable collective bargaining agreement and the provisions of the applicable trust agreements. I further certify that this report does not include contributions on behalf of any self-employed individuals or any employee not covered by the collective bargaining agreement. Any false statements or representation made in reporting on this form may subject you to prosecution under 18C USC § 1027. The penalty for which is a fine of \$10,000, imprisonment of 5 years, or both.

SIGNATURE OF PREPARER

DATE

941-926-3155  
TELEPHONE NUMBER

FAX NUMBER

AMS 091

## FRINGE BENEFIT FUNDS

| EMPLOYER NAME            | PARENT LOCAL | ACCOUNT #          | CHAPTER  | CVG      | MONTH  |
|--------------------------|--------------|--------------------|----------|----------|--------|
| ADVANCED MASONRY SYSTEMS | 1-FL         | 280841             | 3-FL     | 11       | 1/2016 |
|                          |              | A                  | B        | C        |        |
| EMPLOYEE'S NAME          | HOME LOCAL   | SOCIAL SECURITY NO | WORK HRS | WAGES    |        |
| Wolosz, Todd             |              |                    | 200.00   | 7500.00  |        |
| Chandler, Leroy          |              |                    | 173.50   | 3794.44  |        |
| McNeill, Brent           |              |                    | 200.00   | 7000.00  |        |
| Reed, George             |              |                    | 203.50   | 2713.50  |        |
| Calderon, Maynor         |              |                    | 171.00   | 3696.00  |        |
| Booth, Danny             |              |                    | 200.00   | 6000.00  |        |
| Carney, Marc             |              |                    | 200.00   | 10250.00 |        |
| Rivera-Zavala, Julio     |              |                    | 188.50   | 3812.25  |        |
| Smith Sr, Charles        |              |                    | 106.00   | 2115.75  |        |
| Morales, Mario           |              |                    | 200.00   | 6500.00  |        |
| McDonald, Lonnie         |              |                    | 134.50   | 2757.25  |        |
| Billings, Rodney         |              |                    | 165.50   | 3641.00  |        |
| Booth Jr, Danny          |              |                    | 183.00   | 3048.00  |        |
| Quinteros, Jimmy         |              |                    | 135.00   | 2631.50  |        |
| Copeland, Neville        |              |                    | 129.00   | 2876.50  |        |
| Balark, Ellis Jr         |              |                    | 180.00   | 2760.00  |        |
| Jekot, Mark              |              |                    | 169.50   | 3811.50  |        |
| Wheeler, Johnnie         |              |                    | 138.50   | 2713.23  |        |
| Walker, James            |              |                    | 45.50    | 728.00   |        |
| Smith, John              |              |                    | 125.50   | 2432.00  |        |
| Hale, Coy                |              |                    | 200.00   | 5000.00  |        |
| Deane, Alex              |              |                    | 192.50   | 3809.50  |        |
| Baker, Robert            |              |                    | 152.50   | 3355.00  |        |
| Moore, Dervonne          |              |                    | 169.00   | 3773.00  |        |
| Clark, Jeremy            |              |                    | 168.50   | 3707.00  |        |
| Holliman, Rick           |              |                    | 154.50   | 3399.00  |        |
| Baxley, David            |              |                    | 158.50   | 3011.50  |        |
| Baxley, Keith            |              |                    | 165.00   | 3182.50  |        |
| Kronk, Jess              |              |                    | 116.75   | 2218.25  |        |
| Omahoney, Jeremiah       |              |                    | 158.00   | 3476.00  |        |
| Hughes, Timothy          |              |                    | 52.50    | 1155.00  |        |
| Call, Timothy            |              |                    | 171.50   | 3306.00  |        |
| Blalock, Bo              |              |                    | 155.50   | 2954.50  |        |
| Park, William            |              |                    | 165.50   | 3163.50  |        |
| Wingate, William         |              |                    | 171.50   | 3315.50  |        |
| Losoncy, Kevin           |              |                    | 163.00   | 3586.00  |        |
| Haser, Richard           |              |                    | 140.00   | 3080.00  |        |
| Fetezer, Bruce           |              |                    | 162.50   | 3135.00  |        |
| Dyal, Herbert            |              |                    | 164.50   | 3674.00  |        |
| Knight, Bogus            |              |                    | 165.00   | 3135.00  |        |
| Wrench, David            |              |                    | 131.75   | 2953.50  |        |
| Pietsch, Robert          |              |                    | 157.00   | 3454.00  |        |
| Whitehead, James         |              |                    | 158.50   | 3487.00  |        |
| Moore, Ryan              |              |                    | 116.00   | 2552.00  |        |
| Hickey, Dustin           |              |                    | 94.00    | 2068.00  |        |
| Steele, Kyle             |              |                    | 168.25   | 2817.38  |        |
| Pearson, Raymond         |              |                    | 72.50    | 1595.00  |        |
| White, Jimmy             |              |                    | 158.75   | 3049.50  |        |
| Gilmore, Jimmie          |              |                    | 163.50   | 3601.50  |        |
| Oatman, Randy            |              |                    | 156.00   | 2964.00  |        |
| Dociler, Emiler          |              |                    | 186.50   | 3629.00  |        |
| Camacho, Roberto         |              |                    | 97.00    | 1843.00  |        |
| Williams, Janson         |              |                    | 160.50   | 3082.75  |        |
| France, Mark             |              |                    | 139.00   | 3069.00  |        |
| Callow, Ronald           |              |                    | 122.00   | 2766.50  |        |
| Non-members:             |              |                    |          |          |        |
| Tapia, Alvaro            |              |                    | 182.50   |          |        |
| Guerra, Lucio            |              |                    | 103.00   |          |        |

AMS 092

|                     |  |  |          |           |
|---------------------|--|--|----------|-----------|
| S. iith, Charles Sr |  |  |          |           |
| Rosa, Dominick Jr   |  |  | 179.00   |           |
| Luna, Gerardo       |  |  | 208.50   |           |
| Ross, Victor        |  |  | 126.50   |           |
| Barlow, Jacob       |  |  | 147.25   |           |
| Degrauw, Robert     |  |  | 139.25   |           |
| Robinson, Troy      |  |  | 152.00   |           |
| Cabello, Enrique    |  |  | 199.00   |           |
| Caprio, Daniel      |  |  | 182.50   |           |
| Myers, Matthew      |  |  | 203.50   |           |
| Bryant, Timothy     |  |  | 150.50   |           |
| Gilliard, Rodney    |  |  | 126.50   |           |
| Guevara, Jose       |  |  | 115.25   |           |
| Wrench, Andrew      |  |  | 79.00    |           |
| Bryla, Mark         |  |  | 180.50   |           |
| Harris, Malcum      |  |  | 150.50   |           |
| Horton, Mathew      |  |  | 131.00   |           |
| Mikulski, Scott     |  |  | 162.75   |           |
| Dotson, William     |  |  | 166.50   |           |
| Mills, Jarod        |  |  | 154.75   |           |
| Rivers, John        |  |  | 126.00   |           |
| Ortiz, Ricardo      |  |  | 170.50   |           |
| Holloway, Timothy   |  |  | 167.25   |           |
| Dale, Raymond       |  |  | 166.50   |           |
| Ireland, John       |  |  | 136.00   |           |
| Callow, Ronald      |  |  | 24.00    |           |
| Sanchez, Jesus      |  |  | 191.00   |           |
| Anderson, Zion      |  |  | 156.00   |           |
| Gamble, Flynn       |  |  | 122.50   |           |
| Acevedo, David      |  |  | 100.50   |           |
| Ebright, James      |  |  | 85.50    |           |
|                     |  |  |          |           |
|                     |  |  |          |           |
| TOTALS              |  |  | 13210.00 | 189149.30 |

Arms 093

CASE NO. 18-14163

**UNITED STATES COURT OF APPEALS  
FOR THE ELEVENTH CIRCUIT**

ADVANCED MASONRY ASSOCIATES, LLC  
d/b/a Advanced Masonry Services

(Petitioner/Appellant)

vs.

NATIONAL LABOR RELATIONS BOARD

(Respondent/Appellee)

A Petition for Review of an Order of the National Labor Relations Board

N.L.R.B. Case No. 12-CA-221114

---

**Tab No: 91**

---



## WORK REFERRAL

employee # 3545

CONTRACTOR: AMS  
JOB SITE: Bethuse Cookman  
FOREMAN: Bob Dutton  
MASON: John Smith  
STEWARD: \_\_\_\_\_  
WAGE RATE: Union  
BUSINESS AGENT: John B. [Signature]

AUTHORIZATION FOR REPRESENTATION FOR COLLECTIVE BARGAINING  
AND  
AUTHORIZATION FOR PAYROLL DEDUCTION FOR UNION OBLIGATIONS

I DO HEREBY designate, appoint and authorize IUBAC Local 1, AFL-CIO, Florida to represent me in any and all negotiations relative to collective bargaining with my present or any future employer. The full power and authority to act for the undersigned as described herein supersedes any power or authority heretofore given to any person or organization to represent me and shall remain in full force and effect from one (1) year from date and thereafter subject to thirty (30) days written notice to the Union of my desire to withdraw such power and authority to act for me in matters referred to herein.

From and after the date hereof, I request and authorize my employer to deduct from my earnings, each week for my regular Union obligations (initiation fees, dues and other fees) the amount certified by the IUBAC Local 1, AFL-CIO, Florida, or any other Local or District Council of the IUBAC under whose contract I am employed, or provided in the collective bargaining agreement under which I am employed, as Union obligations which money shall be paid and transmitted as provided in the collective bargaining agreement under which I am employed or to the Union within three (3) working days after such deduction. The wage assignment and authorization for deduction herein shall remain in full force and effect for the period of one (1) year from date hereof or until expiration of the current collective bargaining agreement between Local 1 (or, as applicable, to any other Local or District Council of the IUBAC) and my employer, whichever shall first occur, and shall automatically renew itself for successive annual or contract periods unless revoked by me in writing with a copy to my employer and to Local 1 (and to any other Local or District Council of the IUBAC under whose contract I am working) in the thirty (30) day period commencing ninety (90) and ending sixty (60) days in advance of the applicable anniversary or contract date.

DATE: 6-24-15

John H. Smith  
SIGNATURE OF EMPLOYEE

John H. Smith  
NAME OF EMPLOYEE PRINTED

[REDACTED]  
SOCIAL SECURITY NUMBER

[REDACTED]  
ADDRESS



tabbles® EXHIBIT  
24(a)

## WORK REFERRAL

CONTRACTOR: AMS  
 JOB SITE: Bethune Cookman  
 FOREMAN: Bob Dutton  
 MASON: Raymond Scott Pearson  
 STEWARD: \_\_\_\_\_  
 WAGE RATE: Union  
 BUSINESS AGENT: Mike B

AUTHORIZATION FOR REPRESENTATION FOR COLLECTIVE BARGAINING  
 AND  
 AUTHORIZATION FOR PAYROLL DEDUCTION FOR UNION OBLIGATIONS

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DATE: 10-6-15  
 SIGNATURE OF EMPLOYEE: Scott Pearson  
 NAME OF EMPLOYEE PRINTED: Scott Pearson  
 SOCIAL SECURITY NUMBER: \_\_\_\_\_  
 ADDRESS: \_\_\_\_\_



BK  
10/6/15

CP-24(h)



①

unclined

## WORK REFERRAL

CONTRACTOR: AMS  
 JOB SITE: Bethune, Cookman  
 FOREMAN: Bob Sutton  
 MASON: Robert Baker  
 STEWARD: \_\_\_\_\_  
 WAGE RATE: Union  
 BUSINESS AGENT: Mike Bontempo

AUTHORIZATION FOR REPRESENTATION FOR COLLECTIVE BARGAINING  
 AND  
 AUTHORIZATION FOR PAYROLL DEDUCTION FOR UNION OBLIGATIONS

I DO HEREBY designate, appoint and authorize IUBAC Local 1, AFL-CIO, Florida to represent me in any and all negotiations relative to collective bargaining with my present or any future employer. The full power and authority to act for the undersigned as described herein supersedes any power or authority heretofore given to any person or organization to represent me and shall remain in full force and effect from one (1) year from date and thereafter subject to thirty (30) days written notice to the Union of my desire to withdraw such power and authority to act for me in matters referred to herein.

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8/25/15  
BKDATE: 8-10-15

SIGNATURE OF EMPLOYEE

Robert Baker  
 NAME OF EMPLOYEE PRINTED

11280 S Hoagland Blvd #165  
 ADDRESS

Kissimmee FL 34741

CP- 246c)

14

DT  
photo  
MASON

## WORK REFERRAL

CONTRACTOR: AMS  
 JOB SITE: Bethune Cookman  
 FOREMAN: Bob Dutton  
 MASON: Dustin Hickel  
 STEWARD: \_\_\_\_\_  
 WAGE RATE: Union  
 BUSINESS AGENT: Mike Bontempo

AUTHORIZATION FOR REPRESENTATION FOR COLLECTIVE BARGAINING  
 AND  
 AUTHORIZATION FOR PAYROLL DEDUCTION FOR UNION OBLIGATIONS

I DO HEREBY designate, appoint and authorize IUBAC Local 1, AFL-CIO, Florida to represent me in any and all negotiations relative to collective bargaining with my present or any future employer. The full power and authority to act for the undersigned as described herein supersedes any power or authority heretofore given to any person or organization to represent me and shall remain in full force and effect from one (1) year from date and thereafter subject to thirty (30) days written notice to the Union of my desire to withdraw such power and authority to act for me in matters referred to herein.

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DATE: 9/22/15

SIGNATURE OF EMPLOYEE

NAME OF EMPLOYEE DESIGNATED

SOCIAL SECURITY NUMBER

ADDRESS

21185 Delk Dr. Dunnellon, FL 34431

CP-24(d)

Sep 22 15:03:14p Mike &amp; Karen Bontempo

Union\_000488



## WORK REFERRAL

CONTRACTOR: AMS  
 JOB SITE: Baldwin Cookhouse Daylawn  
 FOREMAN: Bob Sutton  
 MASON: Robert Harvey  
 STEWARD: \_\_\_\_\_  
 WAGE RATE: Union  
 BUSINESS AGENT: Myke B...

6/17/15  
BK

AUTHORIZATION FOR REPRESENTATION FOR COLLECTIVE BARGAINING  
 AND  
 AUTHORIZATION FOR PAYROLL DEDUCTION FOR UNION OBLIGATIONS

I DO HEREBY designate, appoint and authorize IUBAC Local 1, AFL-CIO, Florida to represent me in any and all negotiations relative to collective bargaining with my present or any future employer. The full power and authority to act for the undersigned as described herein supersedes any power or authority heretofore given to any person or organization to represent me and shall remain in full force and effect from one (1) year from date and thereafter subject to thirty (30) days written notice to the Union of my desire to withdraw such power and authority to act for me in matters referred to herein.

From and after the date hereof, I request and authorize my employer to deduct from my earnings, each week for my regular Union obligations (initiation fees, dues and other fees) the amount certified by the IUBAC Local 1, AFL-CIO, Florida, or any other Local or District Council of the IUBAC under whose contract I am employed, or provided in the collective bargaining agreement under which I am employed, as Union obligations which money shall be paid and transmitted as provided in the collective bargaining agreement under which I am employed or to the Union within three (3) working days after such deduction. The wage assignment and authorization for deduction herein shall remain in full force and effect for the period of one (1) year from date hereof or until expiration of the current collective bargaining agreement between Local 1 (or, as applicable, to any other Local or District Council of the IUBAC) and my employer, whichever shall first occur, and shall automatically renew itself for successive annual or contract periods unless revoked by me in writing with a copy to my employer and to Local 1 (and to any other Local or District Council of the IUBAC under whose contract I am working) in the thirty (30) day period commencing ninety (90) and ending sixty (60) days in advance of the applicable anniversary or contract date.

DATE: 6-16-15

Robert Harvey  
 SIGNATURE OF EMPLOYEE  
Robert Harvey  
 NAME OF EMPLOYEE PRINTED

SOCIAL SECURITY NUMBER

ADDRESS

5355 Quail Creek Circle  
D'Iberville, MS 39540

CP-24(E)

## WORK REFERRAL

CONTRACTOR: Ams  
 JOE SITE: Car Max  
 FOREMAN: Coy Hale  
 MASON: Jeremy Clark  
 STEWARD: \_\_\_\_\_  
 WAGE RATE: Union  
 BUSINESS AGENT: myl B...

AUTHORIZATION FOR REPRESENTATION FOR COLLECTIVE BARGAINING  
 AND  
 AUTHORIZATION FOR PAYROLL DEDUCTION FOR UNION OBLIGATIONS

I DO HEREBY designate, appoint and authorize IUBAC Local 1, AFL-CIO, Florida, to represent me in any and all negotiations relative to collective bargaining with my present or any future employer. The full power and authority to act for the undersigned as described herein supersedes any power or authority heretofore given to any person or organization to represent me and shall remain in full force and effect from one (1) year from date and thereafter subject to thirty (30) days written notice to the Union of my desire to withdraw such power and authority to act for me in matters referred to herein.

From and after the date hereof, I request and authorize my employer to deduct from my earnings, each week for my regular Union obligations (initiation fees, dues and other fees) the amount certified by the IUBAC Local 1, AFL-CIO, Florida, or any other Local or District Council of the IUBAC under whose contract I am employed, or provided in the collective bargaining agreement under which I am employed, all Union obligations which money shall be paid and transmitted as provided in the collective bargaining agreement under which I am employed or to the Union within three (3) working days after such deduction. The wage assignment and authorization for deduction hereinafter remain in full force and effect for the period of one (1) year from date hereof or until expiration of the current collective bargaining agreement between Local 1 (or, as applicable, to any other Local or District Council of the IUBAC) and my employer, whichever shall first occur, and shall automatically renew itself for successive annual or contract periods. I have revoked by me in writing with a copy to my employer and to Local 1 (and to any other Local or District Council of the IUBAC under whose contract I am working) in the thirty (30) day period commencing ninety (90) and ending sixty (60) days in advance of the applicable anniversary or contract date.

DATE 12-29-14

Jeremy Clark  
 SIGNATURE OF EMPLOYEE

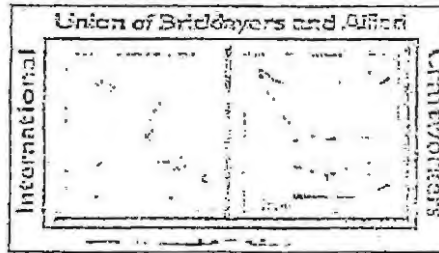
Jeremy Clark  
 NAME OF EMPLOYEE PRINTED

9935 Dillion AVE  
 SOCIAL SECURITY NUMBER

Hasting FL  
 ADDRESS



Local 8-Southeast  
 P.O. Box 41369  
 Nashville, TN 37204  
 (615)255-6000 Office  
 (615)730-5662 Fax



Man Power Request #  
 615-255-6000  
 407-466-7498

AT YOUR REQUEST, Mark France  
 CRAFT Bricklayers WAGES \$ Union BENEFITS \$ Union  
 EMPLOYER AMS  
 JOB SITE LOCATION Bethune Cockman College  
 JOB SITE FOREMAN Bob Dutton  
 REPORT DATE 11-30-15 STARTING TIME 7:00 am  
 FIELD REPRESENTATIVE Myha Bump

# UNION DUES CHECK OF AUTHORIZATION

I, Mark France AUTHORIZE  
AMS TO WITHHOLD  
 4% OF MY GROSS WAGE PACKAGE AS WORKING DUES, TO BE SENT TO MY LOCAL UNION  
 WITH MY HOURLY FRINGE PACKAGE.

This Dues Authorization shall be irrevocable for a period of one year from the date hereof, or until the termination date of the Agreement, whichever is sooner. And I agree that this authorization shall be automatically renewed unless revoked by written notice to the company and the union sixty (60) days prior to the annual renewal date.

DATE 11/30/15 SS# [REDACTED]

Mark France  
 SIGNATURE OF EMPLOYEE

Contributions or gifts to the Bricklayers and Allied Craftworkers and for its political action committee (BACPAC) are not tax deductible as charitable contributions for federal income tax purposes. However, they may be tax deductible under other provisions of the Internal Revenue Code.

CP-24(g)

20

## WORK REFERRAL

CONTRACTOR: AMS  
 JOB SITE: Bethune Cookman  
 FOREMAN: Bob Sutton  
 MASON: David Wrench  
 STEWARD: \_\_\_\_\_  
 WAGE RATE: Union  
 BUSINESS AGENT: Mike B...

AUTHORIZATION FOR REPRESENTATION FOR COLLECTIVE BARGAINING  
 AND  
 AUTHORIZATION FOR PAYROLL DEDUCTION FOR UNION OBLIGATIONS

I DO HEREBY designate, appoint and authorize IUBAC Local 1, AFL-CIO, Florida to represent me in any and all negotiations relative to collective bargaining with my present or any future employer. The full power and authority to act for the undersigned as described herein supersedes any power or authority heretofore given to any person or organization to represent me and shall remain in full force and effect from one (1) year from date and thereafter subject to thirty (30) days written notice to the Union of my desire to withdraw such power and authority to act for me in matters referred to herein.

From and after the date hereof, I request and authorize my employer to deduct from my earnings, each week for my regular Union obligations (initiation fees, dues and other fees) the amount certified by the IUBAC Local 1, AFL-CIO, Florida, or any other Local or District Council of the IUBAC under whose contract I am employed, or provided in the collective bargaining agreement under which I am employed, as Union obligations which money shall be paid and transmitted as provided in the collective bargaining agreement under which I am employed or to the Union within three (3) working days after such deduction. The wage assignment and authorization for deduction herein shall remain in full force and effect for the period of one (1) year from date hereof or until expiration of the current collective bargaining agreement between Local 1 (or, as applicable, to any other Local or District Council of the IUBAC) and my employer, whichever shall first occur, and shall automatically renew itself for successive annual or contract periods unless revoked by me in writing with a copy to my employer and to Local 1 (and to any other Local or District Council of the IUBAC under whose contract I am working) in the thirty (30) day period commencing ninety (90) and ending sixty (60) days in advance of the applicable anniversary or contract date.

DATE: 8-10-15

David Wrench  
 SIGNATURE OF EMPLOYEE  
David Wrench  
 NAME OF EMPLOYEE PRINTED  
 SOCIAL SECURITY NUMBER  
851 Avery St St. Augustine, FL 32087  
 ADDRESS

8/25/15

CP-24(h)

CASE NO. 18-14163

**UNITED STATES COURT OF APPEALS  
FOR THE ELEVENTH CIRCUIT**

ADVANCED MASONRY ASSOCIATES, LLC  
d/b/a Advanced Masonry Services

(Petitioner/Appellant)

vs.

NATIONAL LABOR RELATIONS BOARD

(Respondent/Appellee)

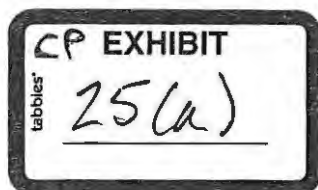
A Petition for Review of an Order of the National Labor Relations Board

N.L.R.B. Case No. 12-CA-221114

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**Tab No: 92**

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CASE NO. 18-14163

**UNITED STATES COURT OF APPEALS  
FOR THE ELEVENTH CIRCUIT**

ADVANCED MASONRY ASSOCIATES, LLC  
d/b/a Advanced Masonry Services

(Petitioner/Appellant)

vs.

NATIONAL LABOR RELATIONS BOARD

(Respondent/Appellee)

A Petition for Review of an Order of the National Labor Relations Board

N.L.R.B. Case No. 12-CA-221114

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**Tab No: 93**

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EMPLOYEE  
NAME

Barlow, Jacob

MIDDLE

PAYROLL/CLOCK NO.

HIRE DATE

1/26/15 1

0 **EMPLOYEE'S PERSONNEL RECORD**

BARLOW, JACOB #2967

YEARS OF SERVICE OVER 25

1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24

SECURITY CLEARANCE

LEVEL OF CLEARANCE:

DATE GRANTED:

**PAYROLL DATA**

BIRTHDATE

23

SEX/M/F

SOCIAL

SECURITY NO.

MARITAL STATUS:

Single

DEPENDENTS FOR WITHOLDING: FEDERAL

STATE

AMOUNT WITHHELD (DOLLARS) FEDERAL

STATE

DEDUCTIONS: BONDS

UF

GROUP INS.

OTHER

UNION STATUS

GROUP INSURANCE

PENSION PLAN

CREDIT UNION

DATE ELIGIBLE

DATE JOINED

DATE WITHDRAWN

**GENERAL INFORMATION**

FNH ✓

EDUCATION

ELEM.

JHS

SHS

COLLEGE

1 2 3 4

MAJOR

OTHER

SPECIAL

SKILLS

ADDRESS

NO.

STREET

CITY

STATE

ZIP

TELEPHONE

NO.

STREET

CITY

STATE

ZIP

TELEPHONE

NO.

STREET

CITY

STATE

ZIP

TELEPHONE

NAME

RELATIONSHIP

NO.

STREET

CITY

STATE

ZIP

TELEPHONE

**EMPLOYMENT RECORD**CONFIDENTIAL DATA SHOULD BE FILED  
ELSEWHERE TO PROJECT EMPLOYEES'  
PRIVACY RIGHTS.E - EXCELLENT  
S - GOOD  
F - FAIR  
P - POOR

WORK LIMITATIONS

| EFFECTIVE<br>DATE | CLASSIFICATION                              | DEPARTMENT<br>COST CENTER | RATE OF PAY |     | RATING  |          |          |              | REASON FOR CHANGE |
|-------------------|---|---------------------------|-------------|-----|---------|----------|----------|--------------|-------------------|
|                   |   |                           | AMOUNT      | PER | QUALITY | QUANTITY | ATTITUDE | ADAPTABILITY |                   |
| 8/17/10           | Hired (MASON)                               |                           |             |     |         |          |          |              |                   |
| 06/24/11          | LCA   |                           |             |     |         |          |          |              |                   |
| 11/29/11          | Refused @ Crystal River PH2 w/ Albert Allen |                           |             |     |         |          |          |              |                   |
| 7/6/12            | LD  |                           |             |     |         |          |          |              |                   |
| 9/27/13           | Hired w/ Turbo @ Sumter Place               |                           | 17          | 00  | hr      |          |          |              |                   |
| 12/6/13           | VQ  |                           |             |     |         |          |          |              |                   |
| 1/26/15           | Re hire w/ DANNY CARMAX                     |                           | 17          | 00  |         |          |          |              |                   |
| 4/1/16            | VQ @ BCU with Turbo                         |                           |             |     |         |          |          |              | I9 ✓              |

EXHIBIT

tabbles

CP-26(a)



3664

EMPLOYEE NAME CLARK JEREMY LAST FIRST MIDDLE PAYROLL/CLOCK NO. HIRE DATE 1/26/15

CLARK JEREMY FNA ✓

### EMPLOYEE'S PERSONNEL RECORD

SECURITY CLEARANCE \_\_\_\_\_ DATE GRANTED: \_\_\_\_\_

LEVEL OF CLEARANCE: \_\_\_\_\_

#### PAYROLL DATA

BIRTHDATE 79 SEX: M SOCIAL SECURITY NO. \_\_\_\_\_

MARITAL STATUS: M

DEPENDENTS FOR WITHHOLDING: FEDERAL 1 STATE \_\_\_\_\_

AMOUNT WITHHELD (DOLLARS) FEDERAL \_\_\_\_\_ STATE \_\_\_\_\_

DEDUCTIONS: BONDS \_\_\_\_\_ UF \_\_\_\_\_ GROUP INS. \_\_\_\_\_ OTHER \_\_\_\_\_

|                 | DATE ELIGIBLE | DATE JOINED | DATE WITHDRAWN |
|-----------------|---------------|-------------|----------------|
| UNION STATUS    |               |             |                |
| GROUP INSURANCE |               |             |                |
| PENSION PLAN    |               |             |                |
| CREDIT UNION    |               |             |                |

#### GENERAL INFORMATION

ELEM. \_\_\_\_\_ JHS \_\_\_\_\_ SHS \_\_\_\_\_

COLLEGE 1 2 3 4 MAJOR \_\_\_\_\_

OTHER \_\_\_\_\_

SPECIAL SKILLS \_\_\_\_\_

ADDRESS NO. \_\_\_\_\_ STREET \_\_\_\_\_ CITY \_\_\_\_\_

NO. \_\_\_\_\_ STREET \_\_\_\_\_ CITY \_\_\_\_\_

NO. \_\_\_\_\_ STREET \_\_\_\_\_ CITY \_\_\_\_\_ STATE \_\_\_\_\_ ZIP \_\_\_\_\_ TELEPHONE \_\_\_\_\_

NAME \_\_\_\_\_ RELATIONSHIP \_\_\_\_\_

NO. \_\_\_\_\_ STREET \_\_\_\_\_ CITY \_\_\_\_\_ STATE \_\_\_\_\_ ZIP \_\_\_\_\_ TELEPHONE \_\_\_\_\_

9935 Dillon Av  
Hastings, FL 32145  
904-692-7285

#### EMPLOYMENT RECORD

CONFIDENTIAL DATA SHOULD BE FILED ELSEWHERE TO PROTECT EMPLOYEES' PRIVACY RIGHTS.

| EFFECTIVE DATE | CLASSIFICATION                | DEPARTMENT COST CENTER | RATE OF PAY |     | RATING  |          |          |            | REASON FOR CHANGE |
|----------------|-------------------------------|------------------------|-------------|-----|---------|----------|----------|------------|-------------------|
|                |                               |                        | AMOUNT      | PER | QUALITY | QUANTITY | ATTITUDE | ATTENDANCE |                   |
| 1/26/2015      | MASON W/ DAM 1 BOOTH @ CARMAX |                        | 19.00       |     |         |          |          |            | New Hire.         |
| 3/4/16         | VQ at BCU with TURBO          |                        |             |     |         |          |          |            | Iq ✓              |
| 3/28/16        | Rehire - Less pay             |                        | 20.         |     |         |          |          |            | Iq FNA ✓          |
| 4/4/16         | VQ at BCU with Turbo          |                        |             |     |         |          |          |            | Iq ✓              |
|                |                               |                        |             |     |         |          |          |            |                   |
|                |                               |                        |             |     |         |          |          |            |                   |
|                |                               |                        |             |     |         |          |          |            |                   |
|                |                               |                        |             |     |         |          |          |            |                   |
|                |                               |                        |             |     |         |          |          |            |                   |
|                |                               |                        |             |     |         |          |          |            |                   |
|                |                               |                        |             |     |         |          |          |            |                   |

CP 26(5)

—HOLE

— PAYROLL/CLOCK NO.

\_\_\_\_ HIRE DATE

3896 Hickey Dustin

YEARS OF SERVICE OVER 2

|   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
|---|---|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 |
|---|---|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|

LEVEL OF CLEARANCE: \_\_\_\_\_ DATE GRANTED: \_\_\_\_\_

BIRTHDAT 11 2 SEX: M    F    SOCIAL SECURITY NO.   

MARITAL STATUS: \_\_\_\_\_ M

DEPENDENTS FOR WITHHOLDING: FEDERAL 1 STATE

AMOUNT WITHHELD (DOLLARS) FEDERAL \_\_\_\_\_ STATE \_\_\_\_\_

DEDUCTIONS: BONDS \_\_\_\_\_ UF \_\_\_\_\_ GROUP INS. \_\_\_\_\_ OTHER \_\_\_\_\_

FL DL  
H200-179-77-344-0  
9/24/23

| DATE JOINED | DATE WITHDRAWN |
|-------------|----------------|
|-------------|----------------|

ELEM. \_\_\_\_\_ JHS \_\_\_\_\_ SHS \_\_\_\_\_  
COLLEGE    1    2    3    4                      MAJOR \_\_\_\_\_  
OTHER \_\_\_\_\_

**SPECIAL SKILLS**

|         |                      |       |     |           |
|---------|----------------------|-------|-----|-----------|
| ADDRESS | 21165 Palatka Dr.    | STATE | ZIP | TELEPHONE |
|         | Dunnellon, Fl. 34431 | STATE | ZIP | TELEPHONE |
|         | 352-547-0330         | STATE | ZIP | TELEPHONE |

|                 |      |        |      |       |     |           |
|-----------------|------|--------|------|-------|-----|-----------|
| NOTIFY<br>EMERG | NAME |        |      |       |     |           |
|                 | NO   | STREET | CITY | STATE | ZIP | TELEPHONE |

CONFIDENTIAL DATA SHOULD BE FILED  
ELSEWHERE TO PROTECT EMPLOYEES'  
PRIVACY RIGHTS.

E — EXCELLENT  
G — GOOD  
F — FAIR  
P — POOR

### WORK LIMITATIONS

[illegible]

CP 26 (c)

$CP 26(d)$



$$CP \mathcal{H}(e)$$

CASE NO. 18-14163

**UNITED STATES COURT OF APPEALS  
FOR THE ELEVENTH CIRCUIT**

ADVANCED MASONRY ASSOCIATES, LLC  
d/b/a Advanced Masonry Services

(Petitioner/Appellant)

vs.

NATIONAL LABOR RELATIONS BOARD

(Respondent/Appellee)

A Petition for Review of an Order of the National Labor Relations Board

N.L.R.B. Case No. 12-CA-221114

---

**Tab No: 94**

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14

# WORK REFERRAL

CONTRACTOR: AMS  
 JOB SITE: Bethune Courtman  
 FOREMAN: Bob Sutton  
 MASON: Robert Pietsch  
 STEWARD: \_\_\_\_\_  
 WAGE RATE: Varies  
 BUSINESS AGENT: Mike Bontempo

## AUTHORIZATION FOR REPRESENTATION FOR COLLECTIVE BARGAINING AND AUTHORIZATION FOR PAYROLL DEDUCTION FOR UNION OBLIGATIONS

I DO HEREBY designate, appoint and authorize IUBAC Local 1, AFL-CIO, Florida to represent me in any and all negotiations relative to collective bargaining with my present or any future employer. The full power and authority to act for the undersigned as described herein supersedes any power or authority heretofore given to any person or organization to represent me and shall remain in full force and effect from one (1) year from date and thereafter subject to thirty (30) days written notice to the Union of my desire to withdraw such power and authority to act for me in matters referred to herein.

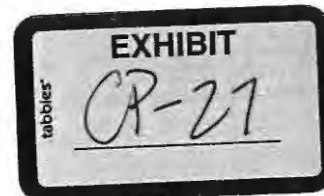
From and after the date hereof, I request and authorize my employer to deduct from my earnings, each week for my regular Union obligations (Initiation fees, dues and other fees) the amount certified by the IUBAC Local 1, AFL-CIO, Florida, or any other Local or District Council of the IUBAC under whose contract I am employed, or provided in the collective bargaining agreement under which I am employed, as Union obligations which money shall be paid and transmitted as provided in the collective bargaining agreement under which I am employed or to the Union within three (3) working days after such deduction. The wage assignment and authorization for deduction herein shall remain in full force and effect for the period of one (1) year from date hereof or until expiration of the current collective bargaining agreement between Local 1 (or, as applicable, to any other Local or District Council of the IUBAC) and my employer, whichever shall first occur, and shall automatically renew itself for successive annual or contract periods unless revoked by me in writing with a copy to my employer and to Local 1 (and to any other Local or District Council of the IUBAC under whose contract I am working) in the thirty (30) day period commencing ninety (90) and ending sixty (60) days in advance of the applicable anniversary or contract date.

OK 9/28/15

DATE 9-10-15

Robert Pietsch  
 SIGNATURE OF EMPLOYEE  
ROBERT PIETSCH  
 NAME OF EMPLOYEE PRINTED

504 magnolia st. Apt 2  
 ADDRESS  
New Smyrna Beach 32168



CASE NO. 18-14163

**UNITED STATES COURT OF APPEALS  
FOR THE ELEVENTH CIRCUIT**

ADVANCED MASONRY ASSOCIATES, LLC  
d/b/a Advanced Masonry Services

(Petitioner/Appellant)

vs.

NATIONAL LABOR RELATIONS BOARD

(Respondent/Appellee)

A Petition for Review of an Order of the National Labor Relations Board

N.L.R.B. Case No. 12-CA-221114

---

**Tab No: 95**

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RUN DATE 02/03/17 09:20:10  
ADVANCED MASONRY SYSTEMS

COINS PAYROLL MODULE  
EMPLOYEE EARNINGS DETAIL HISTORY REPORT  
FOR YEAR 2016 THROUGH PAYROLL PERIOD ENDING 12/25/16

PAGE 2  
USER PR SECURITY LEVEL: 9  
USER EMP SECURITY TYPE: MASTER

3557 BAKER, ROBERT

FEDERAL INFORMATION

| P/E DATE | REG      | OVER | DOUBLE | GROSS WAGES | TAXED GROSS | TAXABLE FRINGES | NON TAXABLE FRINGES | FEDERAL WITHHELD | FICA 1/ FICA 2 GROSS | FICA 1/ FICA 2 WITHHELD | NET PAY/ EIC |
|----------|----------|------|--------|-------------|-------------|-----------------|---------------------|------------------|----------------------|-------------------------|--------------|
| 02/07/16 | 8.00     | 0.00 | 0.00   | 176.00      | 176.00      | 0.00            | 0.00                | 0.00             | 176.00               | 10.91                   | 620.50       |
|          | 176.00   | 0.00 | 0.00   |             |             |                 |                     |                  | 176.00               | 2.55                    | 0.00         |
| QTR 1    | 190.50   | 0.00 | 0.00   | 4,191.00    | 4,191.00    | 0.00            | 0.00                | 137.51           | 4,191.00             | 259.84                  | 4,203.23     |
|          | 4,191.00 | 0.00 | 0.00   |             |             |                 |                     |                  | 4,191.00             | 60.78                   | 0.00         |
| YTD 2016 | 190.50   | 0.00 | 0.00   | 4,191.00    | 4,191.00    | 0.00            | 0.00                | 137.51           | 4,191.00             | 259.84                  | 4,203.23     |
|          | 4,191.00 | 0.00 | 0.00   |             |             |                 |                     |                  | 4,191.00             | 60.78                   | 0.00         |

T/C COSTING INFORMATION

| P/E DATE | JOB     | PH | COST CODE | WORK ORDER NUMBER | EQUIPMENT NUMBER | REGULAR HOURS | OVERTIME HOURS | DOUBLETIME HOURS | TOTAL GROSS | BURDENED GROSS |
|----------|---------|----|-----------|-------------------|------------------|---------------|----------------|------------------|-------------|----------------|
| 12/27/15 | 2014017 |    | 04200     |                   |                  | 23.50         | 0.00           | 0.00             | 517.00      | 705.90         |
| 01/03/16 | 2014017 |    | 04100     |                   |                  | 16.00         | 0.00           | 0.00             | 352.00      | 448.59         |
| 01/03/16 | 2014017 |    | 04200     |                   |                  | 8.00          | 0.00           | 0.00             | 176.00      | 224.30         |
| 01/10/16 | 2014017 |    | 04100     |                   |                  | 40.00         | 0.00           | 0.00             | 880.00      | 1121.50        |
| 01/17/16 | 2014017 |    | 04100     |                   |                  | 30.50         | 0.00           | 0.00             | 671.00      | 855.16         |
| 01/24/16 | 2014017 |    | 04200     |                   |                  | 34.50         | 0.00           | 0.00             | 759.00      | 1030.32        |
| 01/31/16 | 2014017 |    | 04200     |                   |                  | 30.00         | 0.00           | 0.00             | 660.00      | 904.13         |
| 02/07/16 | 2014017 |    | 04200     |                   |                  | 8.00          | 0.00           | 0.00             | 176.00      | 689.30         |



Union\_000360

RUN DATE 02/03/17 09:20:10  
ADVANCED MASONRY SYSTEMS

COINS PAYROLL MODULE  
EMPLOYEE EARNINGS DETAIL HISTORY REPORT  
FOR YEAR 2016 THROUGH PAYROLL PERIOD ENDING 12/25/16

PAGE 1  
USER PR SECURITY LEVEL: 9  
USER EMP SECURITY TYPE: MASTER

3557 BAKER, ROBERT  
1080 S HOAGLAND BLVD APT 165  
KISSIMMEE, FL 34741  
FIRST NAME: ROBERT  
MIDDLE NAME:  
LAST/SUFFIX: BAKER  
JOB TITLE: MASON  
PHONE #: 337-501-9930  
PROJECT MGR:  
SS: [REDACTED] HIRE DATE: 10/21/2014 UNION: BRICK  
MINOR/VIS ID: U N TERM DATE: 02/01/2016 TRADE: UM  
GENDER: M ACTIVE: N SKILL: JOURN  
MARITAL STAT: M PAY FREQ: W JOB:  
SUPER: HOUR/SALRY: H PHS:  
BORN: [REDACTED] 1968 AUTO GEN: N CC:  
SORT GROUP: TYPE: OTHER PROT VET: N  
LOCATION: CENTER: 0 BANK: HB  
DIVISION: 1 LICENSE:  
VIETNAM VET: N EQ STATUS: EQUIP #:  
COUNTY CODE: UTIL EXCL NW: 0.00  
SECURITY LV: 0 UTIL INCL NW: 0.00  
IS INACTIVE: N RECENTLY SEPARATED VETERAN: N  
ARMED FORCES SERVICE MEDAL VETERAN: N RECENT. SEP. VETERAN (VET100A): N  
LABOR CATEGORY:  
EEO SKILL LEVEL: 04  
CERTIFIED JOB: Y  
PAY COUNT: 7  
NORMAL HOURS: 0.00  
LAST PAID: 02/07/2016  
LAYOFF DT:  
REHIRE DT:  
ADJ SRV DT: 10/21/2014  
JOB CAT:  
RETIREMENT: N  
DEFERRED COMP: N  
DISABLED VETERAN: N  
DISAB VET (VET100A): N  
N  
I-9 EXP DATE: I-9: N BENEFIT TRACKING TYPE:  
UNPSTD RATE REGULAR: 0.00 USE STD LAB J/S: N TERM REASON CODE: VQ  
OVERTIME: 0.00 USE STD LAB S/M: N BATCH SORT/MERGE CODE:  
DOUBLETIME: 0.00 POSITION: MASON 1 TIME UNION AMOUNT: 0.00  
JOB SORT VALID:  
BUSINESS LOC: 0000  
1 TIME UN FINISHED: N

-----FED----- STATE----- LOCALITY----- MISC-----  
# EXEMPTIONS: 4 HOME STATE: FL HOME LOCAL: W/C STATE: FL  
EXEMPT: N WORK STATE: FL WORK LOCAL: W/C CODE: 5022  
EX AMT: 0.00 TIMECARD RULE: E TIMECARD RULE: J  
EX PER: 0.00 # EXEMPT: 4 # EXEMPT: 4 W/C EXEMPT: N  
FILING STATUS: # PERSON EX: 0 FILING STATUS: G/L EXEMPT: N  
FICA EXEMPT: N FILING STATUS: EXEMPT: N SUTA STATE: FL  
FUTA EXEMPT: N EXEMPT: 0.00 EX AMT: 0.00 SUTA TC RULE: E  
HIRE ACT QUAL: N EX EXEMPT: 0.00 EX PER: 0.00 SUTA EXEMPT: N  
HIRE ACT DT: EX AMT: 0.00 TAX DIST METH: 2 DBL STATE: FL  
SX PER: 0.00 DBL TC RULE: E  
TAX DIST METHOD: 2 DBL EXEMPT: N

-----EARNINGS CATEGORIES-----  
CAT DESCRIPTION TYPE H/A REGULAR OVERTIME DOUBLETIME  
HR HOURLY N M 22.0000 33.0000 44.0000

FEDERAL INFORMATION

| P/E DATE | -----HOURS/EARNINGS----- |      |        | GROSS WAGES | TAXED GROSS | TAXABLE FRINGES | NON TAXABLE FRINGES | FEDERAL WITHHELD | FICA 1/ FICA 2 GROSS | FICA 1/ FICA 2 WITHHELD | NET PAY/ SIC |
|----------|--------------------------|------|--------|-------------|-------------|-----------------|---------------------|------------------|----------------------|-------------------------|--------------|
|          | REG                      | OVER | DOUBLE |             |             |                 |                     |                  |                      |                         |              |
| 12/27/15 | 23.50                    | 0.00 | 0.00   | 517.00      | 517.00      | 0.00            | 0.00                | 6.89             | 517.00               | 32.05                   | 496.88       |
|          | 517.00                   | 0.00 | 0.00   |             |             |                 |                     |                  | 517.00               | 7.50                    | 0.00         |
| 01/03/16 | 24.00                    | 0.00 | 0.00   | 528.00      | 528.00      | 0.00            | 0.00                | 7.99             | 528.00               | 32.74                   | 458.49       |
|          | 528.00                   | 0.00 | 0.00   |             |             |                 |                     |                  | 528.00               | 7.66                    | 0.00         |
| 01/10/16 | 40.00                    | 0.00 | 0.00   | 880.00      | 880.00      | 0.00            | 0.00                | 48.06            | 880.00               | 54.56                   | 729.42       |
|          | 880.00                   | 0.00 | 0.00   |             |             |                 |                     |                  | 880.00               | 12.76                   | 0.00         |
| 01/17/16 | 30.50                    | 0.00 | 0.00   | 671.00      | 671.00      | 0.00            | 0.00                | 22.29            | 671.00               | 41.60                   | 570.54       |
|          | 671.00                   | 0.00 | 0.00   |             |             |                 |                     |                  | 671.00               | 9.73                    | 0.00         |
| 01/24/16 | 34.50                    | 0.00 | 0.00   | 759.00      | 759.00      | 0.00            | 0.00                | 31.09            | 759.00               | 47.06                   | 702.48       |
|          | 759.00                   | 0.00 | 0.00   |             |             |                 |                     |                  | 759.00               | 11.01                   | 0.00         |
| 01/31/16 | 30.00                    | 0.00 | 0.00   | 660.00      | 660.00      | 0.00            | 0.00                | 21.19            | 660.00               | 40.92                   | 624.92       |
|          | 660.00                   | 0.00 | 0.00   |             |             |                 |                     |                  | 660.00               | 9.57                    | 0.00         |

RUN DATE 02/03/17 09:23:35  
ADVANCED MASONRY SYSTEMS

COINS PAYROLL MODULE  
EMPLOYEE EARNINGS DETAIL HISTORY REPORT  
FOR YEAR 2016 THROUGH PAYROLL PERIOD ENDING 12/25/16

PAGE 2  
USER PR SECURITY LEVEL: 9  
USER EMP SECURITY TYPE: MASTER

3850 WRENCH, DAVID

FEDERAL INFORMATION

| P/E DATE | REG      | OVER   | DOUBLE | GROSS WAGES | TAXED GROSS | TAXABLE FRINGES | NON TAXABLE FRINGES | FEDERAL WITHHELD | FICA 1/ FICA 2 GROSS | FICA 1/ FICA 2 WITHHELD | NET PAY/ EIC |
|----------|----------|--------|--------|-------------|-------------|-----------------|---------------------|------------------|----------------------|-------------------------|--------------|
| QTR 1    | 126.75   | 5.00   | 0.00   | 2,953.50    | 2,953.50    | 0.00            | 0.00                | 417.14           | 2,953.50             | 183.12                  | 2,192.27     |
|          | 2,788.50 | 165.00 | 0.00   |             |             |                 |                     |                  | 2,953.50             | 42.83                   | 0.00         |
| YTD 2016 | 126.75   | 5.00   | 0.00   | 2,953.50    | 2,953.50    | 0.00            | 0.00                | 417.14           | 2,953.50             | 183.12                  | 2,192.27     |
|          | 2,788.50 | 165.00 | 0.00   |             |             |                 |                     |                  | 2,953.50             | 42.83                   | 0.00         |

T/C COSTING INFORMATION

| P/E DATE | JOB     | COST PH CODE | WORK ORDER NUMBER | EQUIPMENT NUMBER | REGULAR HOURS | OVERTIME HOURS | DOUBLETIME HOURS | TOTAL GROSS | BURDENED GROSS |
|----------|---------|--------------|-------------------|------------------|---------------|----------------|------------------|-------------|----------------|
| 12/27/15 | 2014017 | 04100        |                   |                  | 24.00         | 0.00           | 0.00             | 528.00      | 672.91         |
| 01/03/16 | 2014017 | 04100        |                   |                  | 31.00         | 0.00           | 0.00             | 682.00      | 869.16         |
| 01/10/16 | 2014017 | 04100        |                   |                  | 40.00         | 5.00           | 0.00             | 1045.00     | 1324.20        |
| 01/17/16 | 2014017 | 04100        |                   |                  | 31.75         | 0.00           | 0.00             | 698.50      | 890.21         |
| 01/24/16 | 2014017 | 04200        |                   |                  | 34.50         | 0.00           | 0.00             | 759.00      | 967.32         |
| 01/31/16 | 2014017 | 04200        |                   |                  | -34.50        | 0.00           | 0.00             | -759.00     | -967.32        |



RUN DATE 02/03/17 09:23:35  
ADVANCED MASONRY SYSTEMS

COINS PAYROLL MODULE  
EMPLOYEE EARNINGS DETAIL HISTORY REPORT  
FOR YEAR 2016 THROUGH PAYROLL PERIOD ENDING 12/25/16

PAGE 1  
USER PR SECURITY LEVEL: 9  
USER EMP SECURITY TYPE: MASTER

3850 WRENCH, DAVID  
851 AVERY ST  
ST AUGUSTINE, FL 33084

FIRST NAME: DAVID  
MIDDLE NAME:  
LAST/SUFFIX: WRENCH  
JOB TITLE: MASON  
PHONE #: 904-377-2198  
PROJECT MGR:

SS: [REDACTED] HIRE DATE: 08/10/2015 UNION: BRICK  
MINOR/VIS ID: U N TERM DATE: 01/29/2016 TRADE: UM  
GENDER: M ACTIVE: N SKILL: JOURN  
MARITAL STAT: S PAY FREQ: N JOB:  
SUPER: HOUR/SALRY: H PHS:  
BORN: [REDACTED] 1982 AUTO GEN: N CC:  
SORT GROUP: TYPE: OTHER PROT VET: N  
LOCATION: CENTER: 0 BANK: HB  
DIVISION: 1 LICENSE: W652-163-82-099-1  
VIETNAM VET: N EQ STATUS: EQUIP #:  
COUNTY CODE: UTIL EXCL NW: 0.00  
SECURITY LV: 0 UTIL INCL NW: 0.00  
IS INACTIVE: N RECENTLY SEPARATED VETERAN: N  
ARMED FORCES SERVICE MEDAL VETERAN: N RECENT. SEP. VETERAN (VET100A): N

LABOR CATEGORY:  
SEO SKILL LEVEL: 04  
CERTIFIED JOB: Y  
PAY COUNT: 6  
NORMAL HOURS: 0.00  
LAST PAID: 01/29/2016  
LAYOFF DT:  
REHIRE DT:  
ADJ SRV DT: 08/10/2015  
JOB CAT:  
RETIREMENT: N  
DEFERRED COMP: N  
DISABLED VETERAN: N  
DISAB VET (VET100A):

N

I-9 EXP DATE:  
UNPSTD RATE REGULAR: 0.00  
OVERTIME: 0.00  
DOUBLETIME: 0.00

I-9: Y BENEFIT TRACKING TYPE:  
USE STD LAB J/S: N TERM REASON CODE: VQ  
USE STD LAB S/M: N BATCH SORT/MERGE CODE:  
POSITION: MASON 1 TIME UNION AMOUNT: 0.00

JOB SORT VALID:  
BUSINESS LOC: 0000  
1 TIME UN FINISHED: N

-----FED-----  
# EXEMPTIONS: 0  
EXEMPT: N  
EX AMT: 0.00  
EX PER: 0.00  
FILING STATUS:  
FICA EXEMPT: N  
FUTA EXEMPT: N  
HIRE ACT QUAL: N  
HIRE ACT DT:  
TAX DIST METHOD: 2

-----STATE-----  
HOME STATE: FL  
WORK STATE: FL  
TIMECARD RULE: E  
# EXEMPT: 0  
# PERSON EX: 0  
FILING STATUS:  
EXEMPT: N  
EX EXEMPT: 0.00  
EX AMT: 0.00  
EX PER: 0.00

-----LOCALITY-----  
HOME LOCAL:  
WORK LOCAL:  
TIMECARD RULE: E  
# EXEMPT: 0  
FILING STATUS:  
EXEMPT: N  
EX AMT: 0.00  
EX PER: 0.00  
TAX DIST METH: 2

-----MISC-----  
W/C STATE: FL  
W/C CODE: 5022  
W/C TC RULE: J  
W/C EXEMPT: N  
G/L EXEMPT: N  
SUTA STATE: FL  
SUTA TC RULE: E  
SUTA EXEMPT: N  
DBL STATE: FL  
DBL TC RULE: E  
DBL EXEMPT: N

-----EARNINGS CATEGORIES-----  
CAT DESCRIPTION TYPE H/A REGULAR OVERTIME DOUBLETIME  
HR HOURLY N H 22.0000 33.0000 44.0000

FEDERAL INFORMATION

| P/E DATE | -----HOURS/EARNINGS----- |        |        | GROSS WAGES | TAXED GROSS | TAXABLE FRINGES | NON TAXABLE FRINGES | FEDERAL WITHHELD | FICA 1/ FICA 2 GROSS | FICA 1/ FICA 2 WITHHELD | NET PAY/ BIC |
|----------|--------------------------|--------|--------|-------------|-------------|-----------------|---------------------|------------------|----------------------|-------------------------|--------------|
|          | REG                      | OVER   | DOUBLE |             |             |                 |                     |                  |                      |                         |              |
| 12/27/15 | 24.00                    | 0.00   | 0.00   | 528.00      | 528.00      | 0.00            | 0.00                | 64.63            | 528.00               | 32.74                   | 401.85       |
|          | 528.00                   | 0.00   | 0.00   |             |             |                 |                     |                  | 528.00               | 7.66                    | 0.00         |
| 01/03/16 | 31.00                    | 0.00   | 0.00   | 682.00      | 682.00      | 0.00            | 0.00                | 87.73            | 682.00               | 42.28                   | 514.82       |
|          | 682.00                   | 0.00   | 0.00   |             |             |                 |                     |                  | 682.00               | 9.89                    | 0.00         |
| 01/10/16 | 40.00                    | 5.00   | 0.00   | 1,045.00    | 1,045.00    | 0.00            | 0.00                | 174.57           | 1,045.00             | 64.79                   | 748.69       |
|          | 880.00                   | 165.00 | 0.00   |             |             |                 |                     |                  | 1,045.00             | 15.15                   | 0.00         |
| 01/17/16 | 31.75                    | 0.00   | 0.00   | 698.50      | 698.50      | 0.00            | 0.00                | 90.21            | 698.50               | 43.31                   | 526.91       |
|          | 698.50                   | 0.00   | 0.00   |             |             |                 |                     |                  | 698.50               | 10.13                   | 0.00         |
| 01/31/16 | -34.50                   | 0.00   | 0.00   | -759.00     | -759.00     | 0.00            | 0.00                | -103.07          | -759.00              | -47.06                  | -567.50      |
|          | -759.00                  | 0.00   | 0.00   |             |             |                 |                     |                  | -759.00              | -11.01                  | 0.00         |
| 01/24/16 | 34.50                    | 0.00   | 0.00   | 759.00      | 759.00      | 0.00            | 0.00                | 103.07           | 759.00               | 47.06                   | 567.50       |
|          | 759.00                   | 0.00   | 0.00   |             |             |                 |                     |                  | 759.00               | 11.01                   | 0.00         |



RUN DATE 02/03/17 09:21:27  
ADVANCED MASONRY SYSTEMS

COINS PAYROLL MODULE  
EMPLOYEE EARNINGS DETAIL HISTORY REPORT  
FOR YEAR 2016 THROUGH PAYROLL PERIOD ENDING 12/25/16

PAGE 1  
USER PR SECURITY LEVEL: 9  
USER EMP SECURITY TYPE: MASTER

3972 FRANCE, MARK  
305 SO 12TH ST  
FULTON, NY 13069

FIRST NAME: MARK  
MIDDLE NAME:  
LAST/SUFFIX: FRANCE  
JOB TITLE: MASON  
PHONE #: 315-529-8596  
PROJECT MGR:

SS: [REDACTED] HIRE DATE: 11/30/2015 UNION: BRICK  
MINOR/VIS ID: U N TERM DATE: 02/11/2016 TRADE: BRL  
GENDER: M ACTIVE: N SKILL: OTHER  
MARITAL STAT: S PAY FREQ: W JOB: OTHER  
SUPER: H HOUR/SALRY: N PHS:  
BORN: [REDACTED] 1960 AUTO GEN: N CC: OTHER PROT VET: N  
SORT GROUP: TYPE: 0 BANK: HB  
LOCATION: CENTER: 0  
DIVISION: 1 LICENSE: dl 8113355189  
VIETNAM VET: N EQ STATUS:  
COUNTY CODE: UTIL EXCL NW: 0.00  
SECURITY LV: 0 UTIL INCL NW: 0.00  
IS INACTIVE: N RECENTLY SEPARATED VETERAN: N  
ARMED FORCES SERVICE MEDAL VETERAN: N RECENT, SEP. VETERAN (VET100A): N

LABOR CATEGORY:  
EEO SKILL LEVEL: 04  
CERTIFIED JOB: Y  
PAY COUNT: 7  
NORMAL HOURS: 0.00  
LAST PAID: 02/14/2016  
LAYOFF DT:  
REHIRE DT:  
ADJ SRV DT: 11/30/2015  
JOB CAT:  
RETIREMENT: N  
DEFERRED COMP: N  
DISABLED VETERAN: N  
DISAB VET (VET100A):

N I-9 EXP DATE: I-9: N BENEFIT TRACKING TYPE: VQ  
UNPSTD RATE REGULAR: 0.00 USE STD LAB J/S: N TERM REASON CODE:  
OVERTIME: 0.00 USE STD LAB S/M: N BATCH SORT/MERGE CODE:  
DOUBLETIME: 0.00 POSITION: MASON 1 TIME UNION AMOUNT: 0.00  
JOB SORT VALID:  
BUSINESS LOC: 0000  
1 TIME UN FINISHED: N

| -----FED-----    |                    | -----STATE-----  |                 | -----LOCALITY----- |  | -----MISC----- |  |
|------------------|--------------------|------------------|-----------------|--------------------|--|----------------|--|
| # EXEMPTIONS: 0  | HOME STATE: FL     | HOME LOCAL:      | W/C STATE: FL   |                    |  |                |  |
| EXEMPT: N        | WORK STATE: FL     | WORK LOCAL:      | W/C CODE: 5022  |                    |  |                |  |
| EX AMT: 0.00     | TIMECARD RULE: E   | TIMECARD RULE: E | W/C TC RULE: J  |                    |  |                |  |
| EX PER: 0.00     | # EXEMPT: 0        | # EXEMPT: 0      | W/C EXEMPT: N   |                    |  |                |  |
| FILING STATUS:   | # PERSON EX: 0     | FILING STATUS:   | G/L EXEMPT: N   |                    |  |                |  |
| FICA EXEMPT: N   | FILING STATUS:     | EXEMPT: N        | SUTA STATE: FL  |                    |  |                |  |
| FUTA EXEMPT: N   | EXEMPT: N          | EX AMT: 0.00     | SUTA TC RULE: E |                    |  |                |  |
| HIRE ACT QUAL: N | EX EXEMPT: 0.00    | EX PER: 0.00     | SUTA EXEMPT: N  |                    |  |                |  |
| HIRE ACT DT:     | EX AMT: 0.00       | TAX DIST METH: 2 | DBL STATE: FL   |                    |  |                |  |
|                  | EX PER: 0.00       |                  | DBL TC RULE: E  |                    |  |                |  |
|                  | TAX DIST METHOD: 2 |                  | DBL EXEMPT: N   |                    |  |                |  |

-----EARNINGS CATEGORIES-----  
CAT DESCRIPTION TYPE H/A REGULAR OVERTIME DOUBLETIME  
HR HOURLY N H 22.0000 33.0000 44.0000

FEDERAL INFORMATION

| P/E DATE | -----HOURS/EARNINGS----- |       |        | GROSS WAGES | TAXED GROSS | TAXABLE FRINGES | NON TAXABLE FRINGES | FEDERAL WITHHELD | FICA 1/ FICA 2 GROSS | FICA 1/ FICA 2 WITHHELD | NET PAY/ EIC |
|----------|--------------------------|-------|--------|-------------|-------------|-----------------|---------------------|------------------|----------------------|-------------------------|--------------|
|          | REG                      | OVER  | DOUBLE |             |             |                 |                     |                  |                      |                         |              |
| 01/03/16 | 22.00                    | 0.00  | 0.00   | 484.00      | 484.00      | 0.00            | 0.00                | 58.03            | 484.00               | 30.01                   | 413.58       |
|          | 484.00                   | 0.00  | 0.00   |             |             |                 |                     |                  | 484.00               | 7.02                    | 0.00         |
| 01/10/16 | 39.50                    | 0.00  | 0.00   | 869.00      | 869.00      | 0.00            | 0.00                | 130.57           | 869.00               | 53.88                   | 716.19       |
|          | 869.00                   | 0.00  | 0.00   |             |             |                 |                     |                  | 869.00               | 12.60                   | 0.00         |
| 01/17/16 | 40.00                    | 1.00  | 0.00   | 913.00      | 913.00      | 0.00            | 0.00                | 141.57           | 913.00               | 56.61                   | 747.06       |
|          | 880.00                   | 33.00 | 0.00   |             |             |                 |                     |                  | 913.00               | 13.24                   | 0.00         |
| 01/24/16 | 36.50                    | 0.00  | 0.00   | 803.00      | 803.00      | 0.00            | 0.00                | 114.07           | 803.00               | 49.79                   | 668.38       |
|          | 803.00                   | 0.00  | 0.00   |             |             |                 |                     |                  | 803.00               | 11.64                   | 0.00         |
| 01/31/16 | 40.00                    | 2.00  | 0.00   | 946.00      | 946.00      | 0.00            | 0.00                | 149.82           | 946.00               | 58.65                   | 769.97       |
|          | 880.00                   | 66.00 | 0.00   |             |             |                 |                     |                  | 946.00               | 13.72                   | 0.00         |
| 02/07/16 | 40.00                    | 0.00  | 0.00   | 880.00      | 880.00      | 0.00            | 0.00                | 133.32           | 880.00               | 54.56                   | 724.16       |
|          | 880.00                   | 0.00  | 0.00   |             |             |                 |                     |                  | 880.00               | 12.76                   | 0.00         |

EXHIBIT

tabbles

CP-28(c)

RUN DATE 02/03/17 09:21:27  
ADVANCED MASONRY SYSTEMS

COINS PAYROLL MODULE  
EMPLOYEE EARNINGS DETAIL HISTORY REPORT  
FOR YEAR 2016 THROUGH PAYROLL PERIOD ENDING 12/25/16

PAGE 2  
USER PR SECURITY LEVEL: 9  
USER EMP SECURITY TYPE: MASTER

3972 FRANCE, MARK

FEDERAL INFORMATION

| P/E DATE | REG      | OVER  | DOUBLE | GROSS<br>WAGES | TAXED<br>GROSS | TAXABLE<br>FRINGES | NON<br>TAXABLE<br>FRINGES | FEDERAL<br>WITHHELO | FICA 1/<br>FICA 2<br>GROSS | FICA 1/<br>FICA 2<br>WITHHELD | NET PAY/<br>EIC |
|----------|----------|-------|--------|----------------|----------------|--------------------|---------------------------|---------------------|----------------------------|-------------------------------|-----------------|
| 02/14/16 | 32.00    | 0.00  | 0.00   | 704.00         | 704.00         | 0.00               | 0.00                      | 91.03               | 704.00                     | 43.65                         | 594.95          |
|          | 704.00   | 0.00  | 0.00   |                |                |                    |                           |                     | 704.00                     | 10.21                         | 0.00            |
| QTR 1    | 250.00   | 3.00  | 0.00   | 5,599.00       | 5,599.00       | 0.00               | 0.00                      | 818.41              | 5,599.00                   | 347.15                        | 4,634.29        |
|          | 5,500.00 | 99.00 | 0.00   |                |                |                    |                           |                     | 5,599.00                   | 81.19                         | 0.00            |
| YTD 2016 | 250.00   | 3.00  | 0.00   | 5,599.00       | 5,599.00       | 0.00               | 0.00                      | 818.41              | 5,599.00                   | 347.15                        | 4,634.29        |
|          | 5,500.00 | 99.00 | 0.00   |                |                |                    |                           |                     | 5,599.00                   | 81.19                         | 0.00            |

T/C COSTING INFORMATION

| P/E DATE | JOB     | PH | COST<br>CODE | WORK ORDER<br>NUMBER | EQUIPMENT<br>NUMBER | REGULAR<br>HOURS | OVERTIME<br>HOURS | DOUBLETIME<br>HOURS | TOTAL<br>GROSS | BURDENE<br>GROSS |
|----------|---------|----|--------------|----------------------|---------------------|------------------|-------------------|---------------------|----------------|------------------|
| 01/03/16 | 2014017 |    | 04100        |                      |                     | 9.00             | 0.00              | 0.00                | 198.00         | 321.99           |
| 01/03/16 | 2014017 |    | 04200        |                      |                     | 13.00            | 0.00              | 0.00                | 286.00         | 401.54           |
| 01/10/16 | 2014017 |    | 04100        |                      |                     | 16.00            | 0.00              | 0.00                | 352.00         | 573.19           |
| 01/10/16 | 2014017 |    | 04200        |                      |                     | 23.50            | 0.00              | 0.00                | 517.00         | 725.89           |
| 01/17/16 | 2014017 |    | 04200        |                      |                     | 40.00            | 1.00              | 0.00                | 913.00         | 1360.90          |
| 01/24/16 | 2014017 |    | 04200        |                      |                     | 36.50            | 0.00              | 0.00                | 803.00         | 1200.43          |
| 01/31/16 | 2014017 |    | 04200        |                      |                     | 28.00            | 2.00              | 0.00                | 682.00         | 1035.63          |
| 01/31/16 | 2014017 |    | 04700        |                      |                     | 12.00            | 0.00              | 0.00                | 264.00         | 370.65           |
| 02/07/16 | 2014017 |    | 04200        |                      |                     | 40.00            | 0.00              | 0.00                | 880.00         | 1315.50          |
| 02/14/16 | 2014017 |    | 04200        |                      |                     | 32.00            | 0.00              | 0.00                | 704.00         | 1052.41          |

RUN DATE 02/03/17 09:21:53  
ADVANCED MASDNRY SYSTEMS

COINS PAYROLL MODULE  
EMPLOYEE EARNINGS DETAIL HISTORY REPORT  
FOR YEAR 2016 THROUGH PAYROLL PERIOD ENDING 12/25/16

PAGE 2  
USER PR SECURITY LEVEL: 9  
USER EMP SECURITY TYPE: MASTER

3876 PIETSCH, ROBERT

FEDERAL INFORMATION

| P/E DATE | REG      | OVER | DOUBLE | GROSS WAGES | TAXED GROSS | TAXABLE FRINGES | NON TAXABLE FRINGES | FEDERAL WITHHELD | FICA 1/ FICA 2 GROSS | FICA 1/ FICA 2 WITHHELD | NET PAY/ EIC |
|----------|----------|------|--------|-------------|-------------|-----------------|---------------------|------------------|----------------------|-------------------------|--------------|
| 02/07/16 | 39.00    | 0.00 | 0.00   | 858.00      | 858.00      | 0.00            | 0.00                | 109.55           | 858.00               | 53.20                   | 648.49       |
|          | 858.00   | 0.00 | 0.00   |             |             |                 |                     |                  | 858.00               | 12.44                   | 0.00         |
| 02/14/16 | 40.00    | 0.00 | 0.00   | 880.00      | 880.00      | 0.00            | 0.00                | 115.05           | 880.00               | 54.56                   | 662.43       |
|          | 880.00   | 0.00 | 0.00   |             |             |                 |                     |                  | 880.00               | 12.76                   | 0.00         |
| 02/21/16 | 40.00    | 0.00 | 0.00   | 880.00      | 880.00      | 0.00            | 0.00                | 115.05           | 880.00               | 54.56                   | 662.43       |
|          | 880.00   | 0.00 | 0.00   |             |             |                 |                     |                  | 880.00               | 12.76                   | 0.00         |
| 02/28/16 | 32.00    | 0.00 | 0.00   | 704.00      | 704.00      | 0.00            | 0.00                | 80.07            | 704.00               | 43.65                   | 541.91       |
|          | 704.00   | 0.00 | 0.00   |             |             |                 |                     |                  | 704.00               | 10.21                   | 0.00         |
| 03/06/16 | 40.00    | 0.00 | 0.00   | 880.00      | 880.00      | 0.00            | 0.00                | 115.05           | 880.00               | 54.56                   | 662.43       |
|          | 880.00   | 0.00 | 0.00   |             |             |                 |                     |                  | 880.00               | 12.76                   | 0.00         |
| 03/13/16 | 37.00    | 0.00 | 0.00   | 814.00      | 814.00      | 0.00            | 0.00                | 98.55            | 814.00               | 50.47                   | 620.62       |
|          | 814.00   | 0.00 | 0.00   |             |             |                 |                     |                  | 814.00               | 11.80                   | 0.00         |
| 03/20/16 | 36.00    | 0.00 | 0.00   | 792.00      | 792.00      | 0.00            | 0.00                | 93.27            | 792.00               | 49.10                   | 606.47       |
|          | 792.00   | 0.00 | 0.00   |             |             |                 |                     |                  | 792.00               | 11.48                   | 0.00         |
| QTR 1    | 452.00   | 0.00 | 0.00   | 9,944.00    | 9,944.00    | 0.00            | 0.00                | 1201.29          | 9,944.00             | 616.54                  | 7,584.22     |
|          | 9,944.00 | 0.00 | 0.00   |             |             |                 |                     |                  | 9,944.00             | 144.19                  | 0.00         |
| YTD 2016 | 452.00   | 0.00 | 0.00   | 9,944.00    | 9,944.00    | 0.00            | 0.00                | 1201.29          | 9,944.00             | 616.54                  | 7,584.22     |
|          | 9,944.00 | 0.00 | 0.00   |             |             |                 |                     |                  | 9,944.00             | 144.19                  | 0.00         |

T/C COSTING INFORMATION

| P/E DATE | JOB     | COST PH CODE | WORK ORDER NUMBER | EQUIPMENT NUMBER | REGULAR HOURS | OVERTIME HOURS | DOUBLETIME HOURS | TOTAL GROSS | BURDENED GROSS |
|----------|---------|--------------|-------------------|------------------|---------------|----------------|------------------|-------------|----------------|
| 12/27/15 | 2014017 | 04200        |                   |                  | 22.50         | 0.00           | 0.00             | 495.00      | 630.86         |
| 01/03/16 | 2014017 | 04200        |                   |                  | 29.00         | 0.00           | 0.00             | 638.00      | 813.09         |
| 01/10/16 | 2014017 | 04200        |                   |                  | 39.50         | 0.00           | 0.00             | 869.00      | 1107.50        |
| 01/17/16 | 2014017 | 04200        |                   |                  | 31.50         | 0.00           | 0.00             | 693.00      | 883.20         |
| 01/24/16 | 2014017 | 04200        |                   |                  | 34.50         | 0.00           | 0.00             | 759.00      | 967.32         |
| 01/31/16 | 2014017 | 04200        |                   |                  | 31.00         | 0.00           | 0.00             | 682.00      | 869.16         |
| 02/07/16 | 2014017 | 04200        |                   |                  | 39.00         | 0.00           | 0.00             | 858.00      | 1093.47        |
| 02/14/16 | 2014017 | 04200        |                   |                  | 40.00         | 0.00           | 0.00             | 880.00      | 1121.50        |
| 02/21/16 | 2014017 | 04200        |                   |                  | 40.00         | 0.00           | 0.00             | 880.00      | 1121.50        |
| 02/28/16 | 2014017 | 04200        |                   |                  | 32.00         | 0.00           | 0.00             | 704.00      | 869.73         |
| 03/06/16 | 2014017 | 04200        |                   |                  | 40.00         | 0.00           | 0.00             | 880.00      | 1068.71        |
| 03/13/16 | 2014017 | 04200        |                   |                  | 37.00         | 0.00           | 0.00             | 814.00      | 988.55         |
| 03/20/16 | 2014017 | 04200        |                   |                  | 36.00         | 0.00           | 0.00             | 792.00      | 961.82         |





RUN DATE 02/03/17 09:21:53  
ADVANCED MASONRY SYSTEMS

COINS PAYROLL MODULE  
EMPLOYEE EARNINGS DETAIL HISTORY REPORT  
FOR YEAR 2016 THROUGH PAYROLL PERIOD ENDING 12/25/16

PAGE 1  
USER PR SECURITY LEVEL: 9  
USER EMP SECURITY TYPE: MASTER

3876 PIETSCH, ROBERT  
504 MAGNOLIA ST APT 2  
NEW SMYRNA BEACH, FL 32168

FIRST NAME: ROBERT  
MIDDLE NAME:  
LAST/SUFFIX: PIETSCH  
JOB TITLE: MASON  
PHONE #: 321-474-9206  
PROJECT MGR:

SS: [REDACTED] HIRE DATE: 09/10/2015 UNION: BRICK  
MINOR/VIS ID: U N TERM DATE: 03/18/2016 TRADE: UM  
GENDER: M ACTIVE: N SKILL: JOURN  
MARITAL STAT: S PAY FREQ: W JOB: 13  
SUPER: HOUR/SALRY: H PHS:  
BORN: [REDACTED]/1983 AUTO GEN: N CC:  
SORT GROUP: TYPE: OTHER PROT VET: N  
LOCATION: CENTER: 0 BANK: HB  
DIVISION: 1 LICENSE: P320-764-83-415-0  
VIETNAM VET: N EQ STATUS: EQUIP #:  
COUNTY CODE: UTIL EXCL NW: 0.00  
SECURITY LV: 0 UTIL INCL NW: 0.00  
IS INACTIVE: N RECENTLY SEPARATED VETERAN: N  
ARMED FORCES SERVICE MEDAL VETERAN: N RECENT SEP. VETERAN (VET100A): N

LABOR CATEGORY:  
REG SKILL LEVEL: 04  
CERTIFIED JOB: Y  
PAY COUNT: 13  
NORMAL HOURS: 0.00  
LAST PAID: 03/20/2016  
LAYOFF DT:  
REHIRE DT:  
ADJ SRV DT: 09/10/2015  
JOB CAT:  
RETIREMENT: N  
DEFERRED COMP: N  
DISABLED VETERAN: N  
DISAB VET (VET100A):

N  
I-9 EXP DATE: I-9: Y BENEFIT TRACKING TYPE:  
UNPSTD RATE REGULAR: 0.00 USE STD LAB J/S: N TERM REASON CODE: VQ  
OVERTIME: 0.00 USE STD LAB S/M: N BATCH SORT/MERGE CODE:  
DOUBLETIME: 0.00 POSITION: MASON 1 TIME UNION AMOUNT: 0.00

JOB SORT VALID:  
BUSINESS LOC: 0000  
1 TIME UN FINISHED: N

-----FED-----  
# EXEMPTIONS: 1  
EXEMPT: N  
EX AMT: 0.00  
EX PER: 0.00  
FILING STATUS:  
FICA EXEMPT: N  
FUTA EXEMPT: N  
HIRE ACT QUAL: N  
HIRE ACT DT:

-----STATE-----  
HOME STATE: FL  
WORK STATE: FL  
TIMECARD RULE: E  
# EXEMPT: 1  
# PERSON EX: 0  
FILING STATUS:  
EXEMPT: N  
EX AMT: 0.00  
EX PER: 0.00  
TAX DIST METHOD: 2

-----LOCALITY-----  
HOME LOCAL:  
WORK LOCAL:  
TIMECARD RULE: E  
# EXEMPT: 1  
FILING STATUS:  
EXEMPT: N  
EX AMT: 0.00  
EX PER: 0.00  
TAX DIST METH: 2

-----MISC-----  
W/C STATE: FL  
W/C CODE: 5022  
W/C TC RULE: J  
W/C EXEMPT: N  
G/L EXEMPT: N  
SUTA STATE: FL  
SUTA TC RULE: E  
SUTA EXEMPT: N  
DBL STATE: FL  
DBL TC RULE: E  
DBL EXEMPT: N

-----EARNINGS CATEGORIES-----  
CAT DESCRIPTION TYPE H/A REGULAR OVERTIME DOUBLETIME  
HR HOURLY N H 22.0000 33.0000 44.0000

FEDERAL INFORMATION

| P/E DATE | REG    | OVER | DOUBLE | GROSS WAGES | TAXED GROSS | TAXABLE FRINGES | NON TAXABLE FRINGES | FEDERAL WITHHELD | FICA 1/ GROSS | FICA 1/ WITHHELD | NET PAY/ SIC |
|----------|--------|------|--------|-------------|-------------|-----------------|---------------------|------------------|---------------|------------------|--------------|
| 12/27/15 | 22.50  | 0.00 | 0.00   | 495.00      | 495.00      | 0.00            | 0.00                | 48.72            | 495.00        | 30.69            | 386.61       |
|          | 495.00 | 0.00 | 0.00   |             |             |                 |                     |                  | 495.00        | 7.18             | 0.00         |
| 01/03/16 | 29.00  | 0.00 | 0.00   | 638.00      | 638.00      | 0.00            | 0.00                | 70.17            | 638.00        | 39.56            | 493.50       |
|          | 638.00 | 0.00 | 0.00   |             |             |                 |                     |                  | 638.00        | 9.25             | 0.00         |
| 01/10/16 | 39.50  | 0.00 | 0.00   | 869.00      | 869.00      | 0.00            | 0.00                | 112.30           | 869.00        | 53.88            | 655.46       |
|          | 869.00 | 0.00 | 0.00   |             |             |                 |                     |                  | 869.00        | 12.60            | 0.00         |
| 01/17/16 | 31.50  | 0.00 | 0.00   | 693.00      | 693.00      | 0.00            | 0.00                | 78.42            | 693.00        | 42.97            | 533.84       |
|          | 693.00 | 0.00 | 0.00   |             |             |                 |                     |                  | 693.00        | 10.05            | 0.00         |
| 01/24/16 | 34.50  | 0.00 | 0.00   | 759.00      | 759.00      | 0.00            | 0.00                | 88.32            | 759.00        | 47.06            | 582.25       |
|          | 759.00 | 0.00 | 0.00   |             |             |                 |                     |                  | 759.00        | 11.01            | 0.00         |
| 01/31/16 | 31.00  | 0.00 | 0.00   | 682.00      | 682.00      | 0.00            | 0.00                | 76.77            | 682.00        | 42.28            | 525.78       |
|          | 682.00 | 0.00 | 0.00   |             |             |                 |                     |                  | 682.00        | 9.89             | 0.00         |

RUN DATE 02/03/17 09:23:08  
ADVANCED MASONRY SYSTEMS

COINS PAYROLL MODULE  
EMPLOYEE EARNINGS DETAIL HISTORY REPORT  
FOR YEAR 2016 THROUGH PAYROLL PERIOD ENDING 12/25/16

PAGE 2  
USER PR SECURITY LEVEL: 9  
USER EMP SECURITY TYPE: MASTER

1050 REED, GEORGE N

FEDERAL INFORMATION

| P/E DATE | REG    | HOURS/EARNINGS<br>OVER | DOUBLE | GROSS<br>WAGES | TAXED<br>GROSS | TAXABLE<br>FRINGES | NON<br>TAXABLE<br>FRINGES | FEDERAL<br>WITHHELD | FICA 1/<br>FICA 2<br>GROSS | FICA 1/<br>FICA 2<br>WITHHELD | NET PAY/<br>EIC |
|----------|--------|------------------------|--------|----------------|----------------|--------------------|---------------------------|---------------------|----------------------------|-------------------------------|-----------------|
| 01/24/16 | 40.00  | 1.50                   | 0.00   | 760.50         | 760.50         | 0.00               | 0.00                      | 88.55               | 760.50                     | 47.15                         | 583.35          |
|          | 720.00 | 40.50                  | 0.00   |                |                |                    |                           |                     | 760.50                     | 11.03                         | 0.00            |
| 01/31/16 | 40.00  | 2.00                   | 0.00   | 774.00         | 774.00         | 0.00               | 0.00                      | 90.57               | 774.00                     | 47.99                         | 593.26          |
|          | 720.00 | 54.00                  | 0.00   |                |                |                    |                           |                     | 774.00                     | 11.22                         | 0.00            |
| 02/07/16 | 40.00  | 5.00                   | 0.00   | 855.00         | 855.00         | 0.00               | 0.00                      | 108.80              | 855.00                     | 53.01                         | 646.59          |
|          | 720.00 | 135.00                 | 0.00   |                |                |                    |                           |                     | 855.00                     | 12.40                         | 0.00            |
| 02/14/16 | 40.00  | 9.00                   | 0.00   | 963.00         | 963.00         | 0.00               | 0.00                      | 135.80              | 963.00                     | 59.71                         | 715.01          |
|          | 720.00 | 243.00                 | 0.00   |                |                |                    |                           |                     | 963.00                     | 13.96                         | 0.00            |
| 02/21/16 | 40.00  | 0.00                   | 0.00   | 720.00         | 720.00         | 0.00               | 0.00                      | 82.47               | 720.00                     | 44.64                         | 553.65          |
|          | 720.00 | 0.00                   | 0.00   |                |                |                    |                           |                     | 720.00                     | 10.44                         | 0.00            |
| 02/28/16 | 40.00  | 0.00                   | 0.00   | 720.00         | 720.00         | 0.00               | 0.00                      | 82.47               | 720.00                     | 44.64                         | 553.65          |
|          | 720.00 | 0.00                   | 0.00   |                |                |                    |                           |                     | 720.00                     | 10.44                         | 0.00            |
| 03/06/16 | 40.00  | 1.00                   | 0.00   | 747.00         | 747.00         | 0.00               | 0.00                      | 86.52               | 747.00                     | 46.31                         | 573.46          |
|          | 720.00 | 27.00                  | 0.00   |                |                |                    |                           |                     | 747.00                     | 10.83                         | 0.00            |
| 03/13/16 | 40.00  | 7.00                   | 0.00   | 909.00         | 909.00         | 0.00               | 0.00                      | 122.30              | 909.00                     | 56.36                         | 680.80          |
|          | 720.00 | 189.00                 | 0.00   |                |                |                    |                           |                     | 909.00                     | 13.18                         | 0.00            |
| 03/20/16 | 40.00  | 1.00                   | 0.00   | 747.00         | 747.00         | 0.00               | 0.00                      | 86.52               | 747.00                     | 46.31                         | 573.46          |
|          | 720.00 | 27.00                  | 0.00   |                |                |                    |                           |                     | 747.00                     | 10.83                         | 0.00            |
| 03/27/16 | 40.00  | 7.50                   | 0.00   | 922.50         | 922.50         | 0.00               | 0.00                      | 125.67              | 922.50                     | 57.20                         | 689.35          |
|          | 720.00 | 202.50                 | 0.00   |                |                |                    |                           |                     | 922.50                     | 13.38                         | 0.00            |
| 04/03/16 | 40.00  | 17.00                  | 0.00   | 1,179.00       | 1,179.00       | 0.00               | 0.00                      | 189.80              | 1,179.00                   | 73.10                         | 851.84          |
|          | 720.00 | 459.00                 | 0.00   |                |                |                    |                           |                     | 1,179.00                   | 17.10                         | 0.00            |
| 04/10/16 | 40.00  | 0.00                   | 0.00   | 720.00         | 720.00         | 0.00               | 0.00                      | 82.47               | 720.00                     | 44.64                         | 553.65          |
|          | 720.00 | 0.00                   | 0.00   |                |                |                    |                           |                     | 720.00                     | 10.44                         | 0.00            |
| 04/17/16 | 40.00  | 0.00                   | 0.00   | 720.00         | 720.00         | 0.00               | 0.00                      | 82.47               | 720.00                     | 44.64                         | 553.65          |
|          | 720.00 | 0.00                   | 0.00   |                |                |                    |                           |                     | 720.00                     | 10.44                         | 0.00            |
| 08/28/16 | 24.00  | 0.00                   | 0.00   | 528.00         | 528.00         | 0.00               | 0.00                      | 53.67               | 528.00                     | 32.74                         | 508.93          |
|          | 528.00 | 0.00                   | 0.00   |                |                |                    |                           |                     | 528.00                     | 7.66                          | 0.00            |
| 09/04/16 | 13.00  | 0.00                   | 0.00   | 286.00         | 286.00         | 0.00               | 0.00                      | 17.37               | 286.00                     | 17.73                         | 296.75          |
|          | 286.00 | 0.00                   | 0.00   |                |                |                    |                           |                     | 286.00                     | 4.15                          | 0.00            |
| 09/11/16 | 32.00  | 0.00                   | 0.00   | 704.00         | 704.00         | 0.00               | 0.00                      | 80.07               | 704.00                     | 43.65                         | 670.07          |
|          | 704.00 | 0.00                   | 0.00   |                |                |                    |                           |                     | 704.00                     | 10.21                         | 0.00            |
| 09/18/16 | 40.00  | 4.50                   | 0.00   | 1,028.50       | 1,028.50       | 0.00               | 0.00                      | 152.17              | 1,028.50                   | 63.77                         | 947.65          |
|          | 880.00 | 148.50                 | 0.00   |                |                |                    |                           |                     | 1,028.50                   | 14.91                         | 0.00            |
| 09/25/16 | 40.00  | 2.00                   | 0.00   | 989.00         | 989.00         | 0.00               | 0.00                      | 142.30              | 989.00                     | 61.32                         | 896.04          |
|          | 920.00 | 69.00                  | 0.00   |                |                |                    |                           |                     | 989.00                     | 14.34                         | 0.00            |
| 10/02/16 | 40.00  | 1.50                   | 0.00   | 971.76         | 971.76         | 0.00               | 0.00                      | 137.99              | 971.76                     | 60.25                         | 884.43          |
|          | 920.00 | 51.76                  | 0.00   |                |                |                    |                           |                     | 971.76                     | 14.09                         | 0.00            |
| 10/09/16 | 31.50  | 0.00                   | 0.00   | 724.50         | 724.50         | 0.00               | 0.00                      | 83.15               | 724.50                     | 44.92                         | 685.92          |
|          | 724.50 | 0.00                   | 0.00   |                |                |                    |                           |                     | 724.50                     | 10.51                         | 0.00            |
| 10/16/16 | 40.00  | 2.00                   | 0.00   | 989.00         | 989.00         | 0.00               | 0.00                      | 142.30              | 989.00                     | 61.32                         | 896.04          |
|          | 920.00 | 69.00                  | 0.00   |                |                |                    |                           |                     | 989.00                     | 14.34                         | 0.00            |
| 10/23/16 | 40.00  | 1.00                   | 0.00   | 954.51         | 954.51         | 0.00               | 0.00                      | 133.68              | 954.51                     | 59.18                         | 872.81          |
|          | 920.00 | 34.51                  | 0.00   |                |                |                    |                           |                     | 954.51                     | 13.84                         | 0.00            |
| 10/30/16 | 40.00  | 4.00                   | 0.00   | 1,058.00       | 1,058.00       | 0.00               | 0.00                      | 159.55              | 1,058.00                   | 65.60                         | 942.51          |
|          | 920.00 | 138.00                 | 0.00   |                |                |                    |                           |                     | 1,058.00                   | 15.34                         | 0.00            |



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COINS PAYROLL MODULE  
EMPLOYEE EARNINGS DETAIL HISTORY REPORT  
FOR YEAR 2016 THROUGH PAYROLL PERIOD ENDING 12/25/16

PAGE 3  
USER PR SECURITY LEVEL: 9  
USER EMP SECURITY TYPE: MASTER

1050 REED, GEORGE N

FEDERAL INFORMATION

| P/E DATE | REG       | OVER     | DOUBLE | GROSS WAGES | TAXED GROSS | TAXABLE FRINGES | NON TAXABLE FRINGES | FEDERAL WITHHELD | FICA 1/ FICA 2 GROSS | FICA 1/ FICA 2 WITHHELD | NET PAY/ EIC |
|----------|-----------|----------|--------|-------------|-------------|-----------------|---------------------|------------------|----------------------|-------------------------|--------------|
| 11/06/16 | 40.00     | 0.50     | 0.00   | 937.25      | 937.25      | 0.00            | 0.00                | 129.36           | 937.25               | 58.11                   | 841.54       |
|          | 920.00    | 17.25    | 0.00   |             |             |                 |                     |                  | 937.25               | 13.59                   | 0.00         |
| 11/13/16 | 37.50     | 0.00     | 0.00   | 862.50      | 862.50      | 0.00            | 0.00                | 110.67           | 862.50               | 53.48                   | 851.63       |
|          | 862.50    | 0.00     | 0.00   |             |             |                 |                     |                  | 862.50               | 12.51                   | 0.00         |
| 11/20/16 | 39.00     | 0.00     | 0.00   | 897.00      | 897.00      | 0.00            | 0.00                | 119.30           | 897.00               | 55.61                   | 834.08       |
|          | 897.00    | 0.00     | 0.00   |             |             |                 |                     |                  | 897.00               | 13.01                   | 0.00         |
| 11/27/16 | 21.00     | 0.00     | 0.00   | 483.00      | 483.00      | 0.00            | 0.00                | 46.92            | 483.00               | 29.95                   | 474.13       |
|          | 483.00    | 0.00     | 0.00   |             |             |                 |                     |                  | 483.00               | 7.00                    | 0.00         |
| 12/04/16 | 39.00     | 0.00     | 0.00   | 897.00      | 897.00      | 0.00            | 0.00                | 119.30           | 897.00               | 55.61                   | 834.08       |
|          | 897.00    | 0.00     | 0.00   |             |             |                 |                     |                  | 897.00               | 13.01                   | 0.00         |
| 12/11/16 | 38.00     | 0.00     | 0.00   | 874.00      | 874.00      | 0.00            | 0.00                | 113.55           | 874.00               | 54.19                   | 818.59       |
|          | 874.00    | 0.00     | 0.00   |             |             |                 |                     |                  | 874.00               | 12.67                   | 0.00         |
| 12/18/16 | 38.50     | 0.00     | 0.00   | 885.50      | 885.50      | 0.00            | 0.00                | 116.42           | 885.50               | 54.90                   | 826.34       |
|          | 885.50    | 0.00     | 0.00   |             |             |                 |                     |                  | 885.50               | 12.84                   | 0.00         |
| 12/25/16 | 33.00     | 0.00     | 0.00   | 759.00      | 759.00      | 0.00            | 0.00                | 88.32            | 759.00               | 47.06                   | 712.61       |
|          | 759.00    | 0.00     | 0.00   |             |             |                 |                     |                  | 759.00               | 11.01                   | 0.00         |
| QTR 1    | 503.00    | 45.50    | 0.00   | 10,282.50   | 10,282.50   | 0.00            | 0.00                | 1281.39          | 10,282.50            | 637.51                  | 7,848.56     |
|          | 9,054.00  | 1,228.50 | 0.00   |             |             |                 |                     |                  | 10,282.50            | 149.10                  | 0.00         |
| QTR 2    | 160.00    | 24.50    | 0.00   | 3,541.50    | 3,541.50    | 0.00            | 0.00                | 480.41           | 3,541.50             | 219.58                  | 2,648.49     |
|          | 2,880.00  | 661.50   | 0.00   |             |             |                 |                     |                  | 3,541.50             | 51.36                   | 0.00         |
| QTR 3    | 149.00    | 6.50     | 0.00   | 3,535.50    | 3,535.50    | 0.00            | 0.00                | 445.58           | 3,535.50             | 219.21                  | 3,319.44     |
|          | 3,318.00  | 217.50   | 0.00   |             |             |                 |                     |                  | 3,535.50             | 51.27                   | 0.00         |
| QTR 4    | 477.50    | 9.00     | 0.00   | 11,293.02   | 11,293.02   | 0.00            | 0.00                | 1500.51          | 11,293.02            | 700.18                  | 10,474.71    |
|          | 10,982.50 | 310.52   | 0.00   |             |             |                 |                     |                  | 11,293.02            | 163.76                  | 0.00         |
| YTD 2016 | 1,289.50  | 85.50    | 0.00   | 28,652.52   | 28,652.52   | 0.00            | 0.00                | 3707.89          | 28,652.52            | 1,776.48                | 24,291.20    |
|          | 26,234.50 | 2,418.02 | 0.00   |             |             |                 |                     |                  | 28,652.52            | 415.49                  | 0.00         |

T/C COSTING INFORMATION

| P/E DATE | JOB     | COST PH CODE | WORK ORDER NUMBER | EQUIPMENT NUMBER | REGULAR HOURS | OVERTIME HOURS | DOUBLETIME HOURS | TOTAL GROSS | BURDENED GROSS |
|----------|---------|--------------|-------------------|------------------|---------------|----------------|------------------|-------------|----------------|
| 12/27/15 | 2014017 | 04020        |                   |                  | 27.00         | 0.00           | 0.00             | 486.00      | 556.42         |
| 01/03/16 | 2014017 | 04020        |                   |                  | 7.50          | 0.00           | 0.00             | 135.00      | 154.56         |
| 01/03/16 | 2014017 | 04100        |                   |                  | 28.50         | 0.00           | 0.00             | 513.00      | 587.33         |
| 01/10/16 | 2014017 | 04100        |                   |                  | 40.00         | 13.00          | 0.00             | 1071.00     | 1376.24        |
| 01/17/16 | 2014017 | 04100        |                   |                  | 40.00         | 6.00           | 0.00             | 882.00      | 1140.44        |
| 01/24/16 | 2014017 | 04100        |                   |                  | 40.00         | 1.50           | 0.00             | 760.50      | 988.87         |
| 01/31/16 | 2014017 | 04100        |                   |                  | 40.00         | 2.00           | 0.00             | 774.00      | 1005.69        |
| 02/07/16 | 2014017 | 04100        |                   |                  | 40.00         | 0.00           | 0.00             | 720.00      | 938.32         |
| 02/07/16 | 2014017 | 04200        |                   |                  | 0.00          | 5.00           | 0.00             | 135.00      | 168.44         |
| 02/14/16 | 2014017 | 04100        |                   |                  | 40.00         | 9.00           | 0.00             | 963.00      | 1241.50        |
| 02/21/16 | 2014017 | 04100        |                   |                  | 40.00         | 0.00           | 0.00             | 720.00      | 928.75         |
| 02/28/16 | 2014017 | 04200        |                   |                  | 40.00         | 0.00           | 0.00             | 720.00      | 895.12         |
| 03/06/16 | 2014017 | 04200        |                   |                  | 40.00         | 1.00           | 0.00             | 747.00      | 927.18         |
| 03/13/16 | 2014017 | 04023        |                   |                  | 0.00          | 7.00           | 0.00             | 189.00      | 224.47         |

RUN DATE 02/03/17 09:23:08  
ADVANCED MASONRY SYSTEMS

COINS PAYROLL MODULE  
EMPLOYEE EARNINGS DETAIL HISTORY REPORT  
FOR YEAR 2016 THROUGH PAYROLL PERIOD ENDING 12/25/16

PAGE 4  
USER PR SECURITY LEVEL: 9  
USER EMP SECURITY TYPE: MASTER

1050 REED, GEORGE N

T/C COSTING INFORMATION

| P/E DATE JOB     | COST<br>PH CODE | WORK ORDER<br>NUMBER | EQUIPMENT<br>NUMBER | REGULAR<br>HOURS | OVERTIME<br>HOURS | DOUBLETIME<br>HOURS | TOTAL<br>GROSS | BURDENED<br>GROSS |
|------------------|-----------------|----------------------|---------------------|------------------|-------------------|---------------------|----------------|-------------------|
| 03/13/16 2014017 | 04200           |                      |                     | 40.00            | 0.00              | 0.00                | 720.00         | 895.12            |
| 03/20/16 2014017 | 04200           |                      |                     | 40.00            | 1.00              | 0.00                | 747.00         | 927.18            |
| 03/27/16 2014017 | 04200           |                      |                     | 40.00            | 7.50              | 0.00                | 922.50         | 1135.64           |
| 04/03/16 2014017 | 04023           |                      |                     | 0.00             | 15.00             | 0.00                | 405.00         | 481.00            |
| 04/03/16 2014017 | 04200           |                      |                     | 40.00            | 2.00              | 0.00                | 774.00         | 959.24            |
| 04/10/16 2014017 | 04023           |                      |                     | 8.00             | 0.00              | 0.00                | 144.00         | 179.03            |
| 04/10/16 2014017 | 04200           |                      |                     | 32.00            | 0.00              | 0.00                | 576.00         | 716.09            |
| 04/17/16 2014017 | 04020           |                      |                     | 8.00             | 0.00              | 0.00                | 144.00         | 179.03            |
| 04/17/16 2014017 | 04700           |                      |                     | 32.00            | 0.00              | 0.00                | 576.00         | 716.09            |
| 08/28/16 2016010 | 04100           |                      |                     | 24.00            | 0.00              | 0.00                | 528.00         | 647.83            |
| 09/04/16 2016010 | 04010           |                      |                     | 2.50             | 0.00              | 0.00                | 55.00          | 59.67             |
| 09/04/16 2016010 | 04020           |                      |                     | 10.50            | 0.00              | 0.00                | 231.00         | 300.61            |
| 09/11/16 2016010 | 04020           |                      |                     | 4.00             | 0.00              | 0.00                | 88.00          | 95.48             |
| 09/11/16 2016010 | 04100           |                      |                     | 28.00            | 0.00              | 0.00                | 616.00         | 768.29            |
| 09/18/16 2016010 | 04020           |                      |                     | 8.50             | 4.50              | 0.00                | 335.50         | 363.56            |
| 09/18/16 2016010 | 04100           |                      |                     | 31.50            | 0.00              | 0.00                | 693.00         | 901.83            |
| 09/25/16 2016010 | 01300           |                      |                     | 0.00             | 0.00              | 0.00                | 0.00           | 125.00            |
| 09/25/16 2016010 | 04020           |                      |                     | 4.25             | 0.00              | 0.00                | 97.75          | 106.05            |
| 09/25/16 2016010 | 04100           |                      |                     | 35.75            | 2.00              | 0.00                | 891.25         | 966.71            |
| 10/02/16 2016010 | 01300           |                      |                     | 0.00             | 0.00              | 0.00                | 0.00           | 125.00            |
| 10/02/16 2016010 | 04020           |                      |                     | 4.00             | 0.25              | 0.00                | 100.63         | 109.15            |
| 10/02/16 2016010 | 04100           |                      |                     | 16.00            | 1.25              | 0.00                | 871.13         | 944.96            |
| 10/09/16 2016010 | 01300           |                      |                     | 0.00             | 0.00              | 0.00                | 0.00           | 100.00            |
| 10/09/16 2016010 | 04010           |                      |                     | 4.00             | 0.00              | 0.00                | 92.00          | 99.80             |
| 10/09/16 2016010 | 04020           |                      |                     | 4.00             | 0.00              | 0.00                | 92.00          | 99.80             |
| 10/09/16 2016010 | 04100           |                      |                     | 19.50            | 0.00              | 0.00                | 448.50         | 486.57            |
| 10/09/16 2016010 | 04600           |                      |                     | 4.00             | 0.00              | 0.00                | 92.00          | 99.80             |
| 10/16/16 2016010 | 01300           |                      |                     | 0.00             | 0.00              | 0.00                | 0.00           | 125.00            |
| 10/16/16 2016010 | 04020           |                      |                     | 4.00             | 0.00              | 0.00                | 92.00          | 99.80             |
| 10/16/16 2016010 | 04100           |                      |                     | 16.00            | 2.00              | 0.00                | 897.00         | 972.95            |
| 10/23/16 2016010 | 01300           |                      |                     | 0.00             | 0.00              | 0.00                | 0.00           | 125.00            |
| 10/23/16 2016010 | 04010           |                      |                     | 3.75             | 0.00              | 0.00                | 86.25          | 93.57             |
| 10/23/16 2016010 | 04020           |                      |                     | 4.00             | 0.25              | 0.00                | 100.63         | 109.15            |
| 10/23/16 2016010 | 04100           |                      |                     | 28.25            | 0.00              | 0.00                | 649.75         | 704.90            |
| 10/23/16 2016010 | 04600           |                      |                     | 4.00             | 0.75              | 0.00                | 117.88         | 127.82            |
| 10/30/16 2016010 | 01300           |                      |                     | 0.00             | 0.00              | 0.00                | 0.00           | 125.00            |
| 10/30/16 2016010 | 04010           |                      |                     | 4.00             | 0.50              | 0.00                | 109.25         | 118.47            |
| 10/30/16 2016010 | 04020           |                      |                     | 20.00            | 1.50              | 0.00                | 511.75         | 555.05            |
| 10/30/16 2016010 | 04100           |                      |                     | 8.00             | 1.00              | 0.00                | 218.50         | 236.96            |
| 10/30/16 2016010 | 04600           |                      |                     | 8.00             | 1.00              | 0.00                | 218.50         | 236.96            |
| 11/06/16 2016010 | 04020           |                      |                     | 24.00            | 0.00              | 0.00                | 552.00         | 654.22            |
| 11/06/16 2016013 | 01300           |                      |                     | 0.00             | 0.00              | 0.00                | 0.00           | 50.00             |
| 11/06/16 2016013 | 04100           |                      |                     | 16.00            | 0.50              | 0.00                | 385.25         | 417.91            |
| 11/13/16 2016010 | 01300           |                      |                     | 0.00             | 0.00              | 0.00                | 0.00           | 50.00             |
| 11/13/16 2016010 | 04020           |                      |                     | 7.75             | 0.00              | 0.00                | 178.25         | 193.38            |

RUN DATE 02/03/17 09:23:08  
ADVANCED MASONRY SYSTEMS

COINS PAYROLL MODULE  
EMPLOYEE EARNINGS DETAIL HISTORY REPORT  
FOR YEAR 2016 THROUGH PAYROLL PERIOD ENDING 12/25/16

PAGE 5  
USER PR SECURITY LEVEL: 9  
USER EMP SECURITY TYPE: MASTER

1050 REED, GEORGE N

T/C COSTING INFORMATION

| P/E DATE JOB     | COST<br>PH CODE | WORK ORDER<br>NUMBER | EQUIPMENT<br>NUMBER | REGULAR<br>HOURS | OVERTIME<br>HOURS | DOUBLETIME<br>HOURS | TOTAL<br>GROSS | BURDENED<br>GROSS |
|------------------|-----------------|----------------------|---------------------|------------------|-------------------|---------------------|----------------|-------------------|
| 11/13/16 2016010 | 04100           |                      |                     | 4.00             | 0.00              | 0.00                | 92.00          | 99.80             |
| 11/13/16 2016010 | 04600           |                      |                     | 3.75             | 0.00              | 0.00                | 86.25          | 93.57             |
| 11/13/16 2016013 | 01300           |                      |                     | 0.00             | 0.00              | 0.00                | 0.00           | 115.79            |
| 11/13/16 2016013 | 04010           |                      |                     | 4.00             | 0.00              | 0.00                | 92.00          | 99.80             |
| 11/13/16 2016013 | 04020           |                      |                     | 9.00             | 0.00              | 0.00                | 207.00         | 224.57            |
| 11/13/16 2016013 | 04600           |                      |                     | 9.00             | 0.00              | 0.00                | 207.00         | 224.57            |
| 11/20/16 2016004 | 01600           |                      |                     | 4.00             | 0.00              | 0.00                | 92.00          | 99.80             |
| 11/20/16 2016010 | 01300           |                      |                     | 0.00             | 0.00              | 0.00                | 0.00           | 50.00             |
| 11/20/16 2016010 | 04010           |                      |                     | 4.00             | 0.00              | 0.00                | 92.00          | 99.80             |
| 11/20/16 2016010 | 04020           |                      |                     | 4.00             | 0.00              | 0.00                | 92.00          | 99.80             |
| 11/20/16 2016010 | 04700           |                      |                     | 8.00             | 0.00              | 0.00                | 184.00         | 199.62            |
| 11/20/16 2016013 | 01300           |                      |                     | 0.00             | 0.00              | 0.00                | 0.00           | 75.00             |
| 11/20/16 2016013 | 04100           |                      |                     | 15.00            | 0.00              | 0.00                | 345.00         | 374.28            |
| 11/20/16 2016013 | 04600           |                      |                     | 4.00             | 0.00              | 0.00                | 92.00          | 99.80             |
| 11/27/16 2016004 | 01300           |                      |                     | 0.00             | 0.00              | 0.00                | 0.00           | 75.00             |
| 11/27/16 2016004 | 04100           |                      |                     | 21.00            | 0.00              | 0.00                | 483.00         | 524.00            |
| 12/04/16 2016004 | 01300           |                      |                     | 0.00             | 0.00              | 0.00                | 0.00           | 125.00            |
| 12/04/16 2016004 | 04020           |                      |                     | 12.00            | 0.00              | 0.00                | 276.00         | 299.43            |
| 12/04/16 2016004 | 04100           |                      |                     | 27.00            | 0.00              | 0.00                | 621.00         | 673.71            |
| 12/11/16 2016004 | 01300           |                      |                     | 0.00             | 0.00              | 0.00                | 0.00           | 125.00            |
| 12/11/16 2016004 | 04100           |                      |                     | 38.00            | 0.00              | 0.00                | 874.00         | 948.19            |
| 12/18/16 2016015 | 01300           |                      |                     | 0.00             | 0.00              | 0.00                | 0.00           | 125.00            |
| 12/18/16 2016015 | 04100           |                      |                     | 38.50            | 0.00              | 0.00                | 885.50         | 960.67            |
| 12/25/16 2016013 | 04020           |                      |                     | 6.00             | 0.00              | 0.00                | 138.00         | 149.72            |
| 12/25/16 2016015 | 01300           |                      |                     | 0.00             | 0.00              | 0.00                | 0.00           | 100.00            |
| 12/25/16 2016015 | 04100           |                      |                     | 27.00            | 0.00              | 0.00                | 621.00         | 673.71            |